

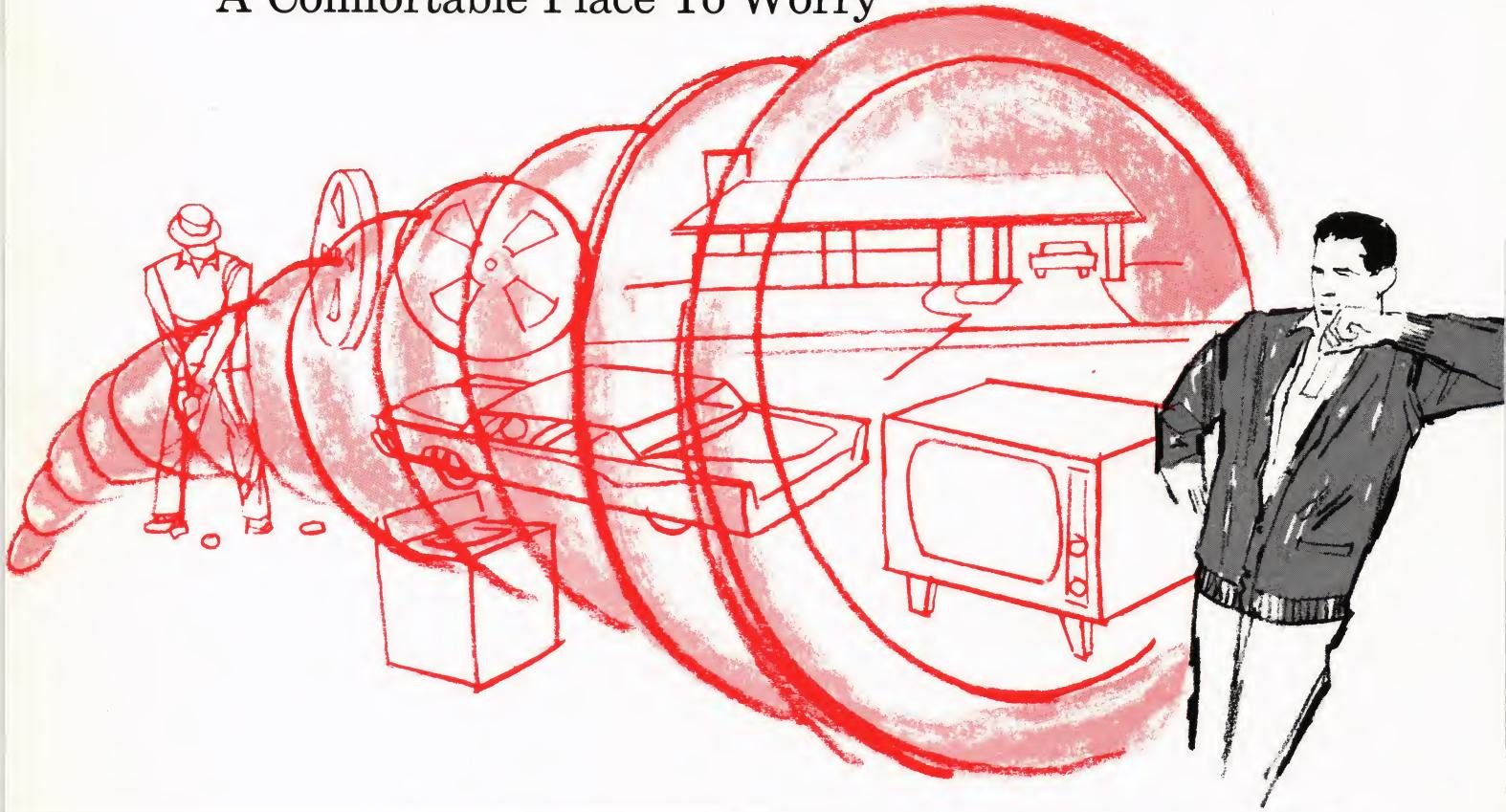
THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

DECEMBER, 1968



Merry Christmas and a Happy New Year

A Comfortable Place To Worry



LABOR'S PLACE IN HISTORY

WITH all the worrying and study which goes on about the problems of the working man and woman, often high class probing in the nation's universities, one would surmise that America is really a worker's paradise.

Many of these studies are made by men of good faith who worry about such things as where the working man fits into an automated society.

One such study was completed recently by a New York professor who pondered the loss of pride to the worker who was intimately involved in the production of goods and services. He could, the professor wrote, take great satisfaction from the important and necessary skill he possessed and which was needed if a particular product or service was provided.

But, alas, today, computers and automated assembly lines have pilfered away the worker's pride in his work and made him an impersonal part of the production line.

"The real problem," the professor wrote, "is how man will adjust his attitudes toward working in an automated society."

He suggests that standards of living have been raised, hours of work have been reduced, the brutalizing tasks that once consumed the flesh and blood and bones of slaves are now being eliminated.

"Now," he says, "man must make a new adjustment, that there can be equal joys in interdependence, in relationships, in involvement in the community, in taking part in a team effort to produce goods for all."

That may well be. But we can't help but think that compensation for a more impersonal part in the nation's productive process is already with us.

For example, man knows that he now has more leisure time and more money in his pocket after he cashes his pay check. Can it not be that as he stands—in his impersonal posture—on the production line that he can dream of the upcoming vacation or weekend when he can attempt to lure a big bass from the bottom of the lily pads, or correct the hitch in his swing which cost him his last golf match.

When man had so much pride in his work, his circumstances often left him only with the choice of such pride. With his long hours, he had little time for anything else but rest. And with his low pay, he wasn't going out on a binge, anyway.

Well, the professor is right. Man should broaden his horizons, involve himself in the community, and take pride from the fact that because of automation and resource abundance, the necessities of life can be produced for all.

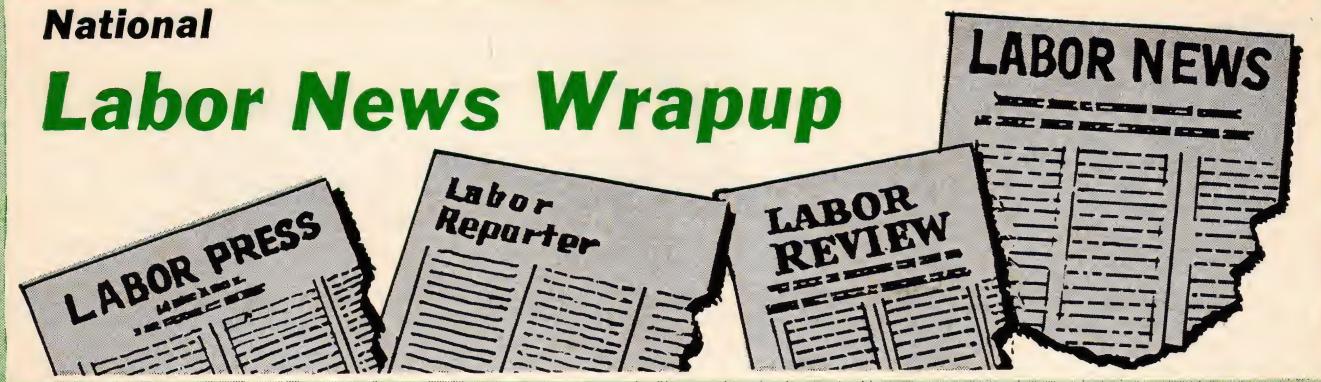
But it is also nice to know that Mr. American Workingman now has the time and the money to finally enjoy the nicer things in life and leisure time to think of others.

Like having the money to pay the monthly bills, or having an occasional steak on the dinner plate, instead of another mess of beans.

The working man's place in an automated society is rather a comfortable place from which to worry about the problems his new found affluence has created.

National

Labor News Wrapup



WASHINGTON, D.C.—Joseph V. Moreschi, president of the Laborers International Union since 1926, has announced his retirement. The Laborers executive board named Peter Fosco to succeed Moreschi. Fosco has been secretary-treasurer of the union since 1950.

WASHINGTON, D.C.—The Supreme Court has agreed to review a case concerning a National Labor Relations Board rule established in 1966 which requires companies to furnish unions involved in representation elections with the names and addresses of employees involved.

NEW YORK CITY—Newly-elected president of the Labor Zionist Organization of America is Dr. Leo Diesendruck, professor of physics at Queens College, New York. Delegates to the group's recent convention represented 100 Labor Zionist chapters in 30 major cities.

WASHINGTON, D.C.—President Johnson has directed all government departments and agencies to program federal construction work in such a way as to encourage year-round operations so far as possible. The directive is an effort to reduce the slack periods in construction work so that craftsmen can look forward to steady employment.

WASHINGTON, D.C.—David J. Saposs, one of the nation's most prominent labor historians and labor economists, died recently at the age of 82. He was a personal friend of Samuel Gompers, considered the founder of the modern American labor movement.

WASHINGTON, D.C.—The three American astronauts who recently orbited the earth for 11 days were made honorary members of the American Federation of Television and Radio Artists—because they appeared on their own television programs from space and got "good notices."

PHILADELPHIA, PA.—The American Maturity Insurance Co., upon the completion of a 5-year study, declared recently that older truck drivers—once considered a distinct insurance risk—are perhaps the safest of all drivers on the road.

WASHINGTON, D.C.—Top leaders in organized labor continue to speculate on who will be named Secretary of Labor by President-elect Richard Nixon. Nearly a dozen names have been mentioned. During the campaign, Nixon said he wanted somebody in the tradition of the late James Mitchell, appointed by President Eisenhower.

NEW YORK CITY—Teamster local unions are among the unions conducting a campaign for strict enforcement against non-essential Sunday store openings and against openings on 6 major holidays in New York City.

WASHINGTON, D.C.—Wage and benefit packages won by 3.4 million union members in negotiations during the first 9 months of 1968 amounted to an average boost of 6 per cent compared with 5.2 per cent for the same period in 1967, according to the Labor Department.

TERRE HAUTE, IND.—The 1968 Eugene V. Debs award in the field of labor and public service was bestowed upon Walter P. Reuther, president of the United Auto Workers.

WASHINGTON, D.C.—The number of man-days lost because of strikes was down for the fourth consecutive month in September. The Bureau of Labor Statistics said about 400 work stoppages, involving 151,000 workers, began in September.

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DEDICATED TO SERVICE

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Volume 65, No. 12

December, 1968

8,100 PanAm Employees in Representation Vote <i>Mediation Board to set Braniff election</i>	5
Membership Soars Over Two Million <i>Fitzsimmons praises organizing efforts</i>	7
IBT-UAW Propose Universal 'No-Raid' Pact <i>Ask AFL-CIO to concentrate on unorganized</i>	8
Steelhaulers Win Percentage of Tariff Increase <i>Fitzsimmons demands employers live by contract</i>	9
Teamsters Boycott Standard Oil Products <i>Billion dollar company refuses workers a penny</i>	10
Puerto Rican Phone Workers Okay Contract <i>Initial agreement approved overwhelmingly</i>	11
Cannery Workers Get Free Physical Exams <i>Teamster drive to upgrade medical care</i>	12

A SPECIAL REPORT: On Page 23

Local 380 Persistence
Brings Hood Dairy
Into Union Corner



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From The



FIELD

Pennsylvania Pioneer Dies at Age of 88

Charles A. Parker, a labor movement pioneer in the Allentown-Reading areas of Pennsylvania and one-time secretary-treasurer of Teamster Local 773 in Allentown, died recently at the age of 88.

Parker was a charter member of Local 773 where he served 19 years as secretary-treasurer before retiring 10 years ago.

Parker and his son, Delton, made nationwide news in 1937 when they won a suit against a Reading trucking firm that fired them for union organizing activity. The suit was the first National Labor Relations Board hearing involving the Wagner Labor Act after it was upheld by the Supreme Court.

He was elected president of the local Central Trades and Labor Council the following year. He also served a 4-year term on the Allentown Traffic Commission.

Illinois Member Elected Head of Veterans Group

Elmer H. Hempelmann, a member of Teamster Local 729 of East St. Louis, Ill., recently was elected president of the U.S. Army 1st Armored Division Assn., at the organization's annual convention held this time in Louisville, Ky.

Hempelmann has driven for the A&P Tea Co., for 23 years without a chargeable accident.

Lady Business Agent Ends Lengthy Career

Mrs. Maude Anderson, business representative for Teamster Local 231 in Bellingham, Wash., retired recently to end a career of nearly 35 years in the labor movement.

Mrs. Anderson started work at a cannery in 1934 and was a leader in the organization 2 years later of a cannery union with a Federal charter. She became an officer in the union and remained in that position until 1945 when the group merged into the Teamsters.

Mrs. Anderson was elected secretary-treasurer of Local 811 and maintained that position until 1961 when another merger of local unions took place to become Teamster Local 780. She worked for both Local 780 and Local 231 until 1964 as business representative.

Once again the local unions were realigned and

Mrs. Anderson emerged as a business representative for Local 231, a job she held until retirement.

M. K. Eggert, Local 231 secretary-treasurer, described Mrs. Anderson as one of the most dedicated trade unionists he has ever known. He noted that through the years she worked many long hours on behalf of the membership and was always ready to handle grievances.

Slander Suit Won By Teamster Officer

Ed Lawson, president of Teamster Joint Council 36 in Vancouver, B.C., recently was awarded \$3,500 and costs in a slander suit brought against Syd Thompson, president of the Vancouver local of the International Woodworkers of America.

Justice Peter Seaton ruled that Thompson was motivated by malice after making no attempt during a 2-day trial to show that his "labor faker" remarks directed toward Lawson were either truth or fair comment.

Teamster Cannery Pioneer Dies on West Coast

H. C. Torreano, retired Teamster cannery union leader who spent almost his entire adult life in the trade union movement, died recently at the age of 71.

Torreano migrated from Michigan to Southern California in the 1930's and drove a truck for several years. In early 1945, he moved to the San Joaquin Valley and became an officer in Teamster Local 748 in Modesto. He served as secretary-treasurer of that local union for many years before his retirement last September.

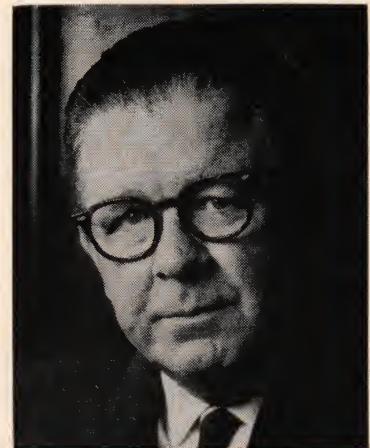
He also was a trustee of Teamster Joint Council 38 and played prominent roles in both the California and Western Conference Cannery and Food Processing Councils.

Business Agent Dies In Los Angeles

John Kopcho, a longtime Teamster and business representative for Teamster Local 357 in Los Angeles, Calif., suffered a fatal heart attack recently.

Kopcho transferred to Local 357 from Teamster Local 375 in Buffalo, N.Y., in 1955. He became a business agent in 1962.

Message of the General Vice President



Making Our Purpose Meaningful

AS WE APPROACH the end of another year, it is customary to evaluate our accomplishments, to set our goals for the future, and to write down our shortcomings so that we learn from our experience.

I like to think that we in the Teamsters—and the record supports my thinking—have made significant progress during 1968. In November of 1968, the International Union hit an all-time high in membership—with 2,012,480 working men and women banded together in our organization.

But, if our purpose were entirely selfish, it would be a hollow accomplishment, no matter how many were in the organization.

Yet, one of the things that gives me the greatest satisfaction in my position in this great International Union is the effort and the time that our officers and our members devote to the total community good.

If the record is examined, we find members and officers alike working in the community, over and above those projects which return benefits for themselves.

We find our members and officers working on behalf of crippled and retarded children. We find our members and officers working to extend health care, not only to members and their dependents, but to those who find it difficult to buy decent medical care and service in today's medical market place.

The record further reveals that our members and officers are working in the legislative arena to extend the right to organize and bargain collectively to those who somehow do not have that right today.

And, officers and members alike, are working

in the legislative arena to enact social legislation to extend the bounty of the land to the less fortunate and those who have been overlooked by a nation too busy with today's business to take time out for human compassion and concern for others.

We could, I suppose, compile a list of our accomplishments for ourselves, in terms of the wages we earn, the medical insurance which protects us and our families, the pensions which our retiring members receive, the strength of our numbers which gives us job security and dignity as we work—and be proud of our deeds.

But, such a list by itself hardly meshes with the spirit of the holiday season we are about to enter.

I firmly believe that when we concentrate our entire efforts to our own selfish needs, we default the magnificent purpose for which we exist. When we concern ourselves with the problems of others, we truly give meaning to our original dedication through which we have reached our present degree of excellence.

And, it is in that spirit that I take this opportunity, on behalf of the members of the general executive board, to wish you all a very happy and meaningful Christmas and New Year.

And in our affluence and well-being, let us rededicate ourselves to the proposition that we serve ourselves best when we remember that we must be our brothers' keeper.

A cursive signature of Frank P. Fitzsimmons.

STATE OF THE UNION

Jet Age Elections

8,100 PanAm Clerical and Cargo Workers Seek Teamster Membership



Teamster General Vice President Frank E. Fitzsimmons tells more than 1,000 PanAm clerical and cargo employees that the International Brotherhood of Teamsters is behind them 100 per cent in their effort to cast off the BRC and enter jet-age collective bargaining with the Teamsters. Fitzsimmons made the pledge at an organizing rally held late last month in New York City.

More than 1,000 Pan American World Airways employees heard Teamster Vice President Frank E. Fitzsimmons pledge the full support of the International Union at a giant organizing rally held in New York City late last month.

Pan Am employees are voting in a representation election ordered by the National Mediation Board, after having tried for more than three years to cast off membership in the Brotherhood of Railway clerks and join the Teamsters.

Ballots in the election were mailed to the employees on November 27, and must be returned to the National Mediation Board by January 2, 1969.

Yet another airline election is being scheduled by the Mediation Board among the employees of Braniff International, now represented by the railroad union, but eager to cast their



Teamster officials applaud the enthusiasm shown by more than 1,000 PanAm employees at a giant organizing rally held late last month in New York City. From left to right: Henry Breen, director of the Teamster airline division; Walter Shea, administrative assistant to Teamster General Vice President Frank E. Fitzsimmons; William Genoese, airline division organizer; Fitzsimmons; Joseph Konowe, IBT general organizer; Nick Giraffa, of Local 732; and IBT Vice President Joseph Trerotola. Trerotola is president of the giant New York Teamster Joint Council 16.

bargaining lot with the Teamsters.

Fitzsimmons told the PanAm rally that the Teamsters pledge full support to both PanAm and Braniff employees.

Approximately 8,100 cargo and clerical employees at Pan Am have been mailed ballots.

At the rally Fitzsimmons declared that the same promises made to Pan Am employees back in 1965 when they began their move to get out of the BRC still stand today.

Also in attendance at the rally was International Vice President Joseph Trerotola, who is president of the giant New York Teamster Joint Council 16.

Campaign signs carry the message of PanAm cargo and clerical employees who seek to cast off the railroad union presently representing them, and cast their bargaining fortunes with the International Brotherhood of Teamsters.

Those attending the rally heard from Henry Breen, director of the Teamster airline division; William Genoese, airline division organizer; Walter Shea, administrative assistant to Fitzsimmons; Nick Giraffa, of Local 732; and Joseph Konowe, IBT International Organizer and President of Local 210.

Breen, explaining the long, drawn-out representation dispute, said:

"Many employees from both Pan Am and Braniff have come to us and complained about substandard pay, benefits, and representation. We investigated their complaints and found they were fully justified.

"The present contracts at the two

Teamster General Vice President Frank E. Fitzsimmons acknowledges the enthusiastic reception given him by PanAm employees at a giant organizing rally held late last month in New York City.



Braniff International employee (left) tells Ralph Dixon, Teamster general organizer and secretary-treasurer of the Southern Conference of Teamsters, of the many grievances which have piled up under BRC representation. The same complaint is heard throughout the Braniff system, as employees there seek to cast off the BRC and join the Teamsters.

airlines—negotiated by the railroad union—are far inferior to those negotiated in the airline industry by the Teamsters.

"We stand ready to negotiate a jet-age contract at both PanAm and Braniff, as soon as the NMB certifies the results of the elections."

The BRC has been losing members steadily for years. At PanAm, it chose to remain off the ballot in two previous elections conducted by the NMB, but finally, the Board ruled that the railroad union must go on the ballot or forfeit all bargaining rights at Pan Am. The federal courts, including the U. S. Supreme Court, upheld the Board.



Membership Hits 2 Million

MEMBERSHIP in the International Brotherhood of Teamsters soared over the 2 million mark in November, with local unions paying per capita tax on 2,012,480 members.

The announcement of the milestone in Teamster membership was made early in December by Teamster General Vice President Frank E. Fitzsimmons and General Secretary-Treasurer John F. English.

The announcement marked the second breakthrough in membership during 1968.

In February, membership reached an all-time high of 1,911,212. This figure was particularly significant since February is not a traditional peak membership month.

In past years, high membership has been achieved during the month of November, when local unions are paying per capita tax on seasonal members.

Membership growth in the Teamsters since 1957 has taken the following growth pattern:

1957—1,600,652
1962—1,743,303
1963—1,751,868
1964—1,762,100
1965—1,772,194
1966—1,778,090
1967—1,875,903
1968—2,012,480

Commenting on the membership breakthrough, Fitzsimmons said:

"We have reached an all-time high in membership, with more than 2 million members in November, 1968.

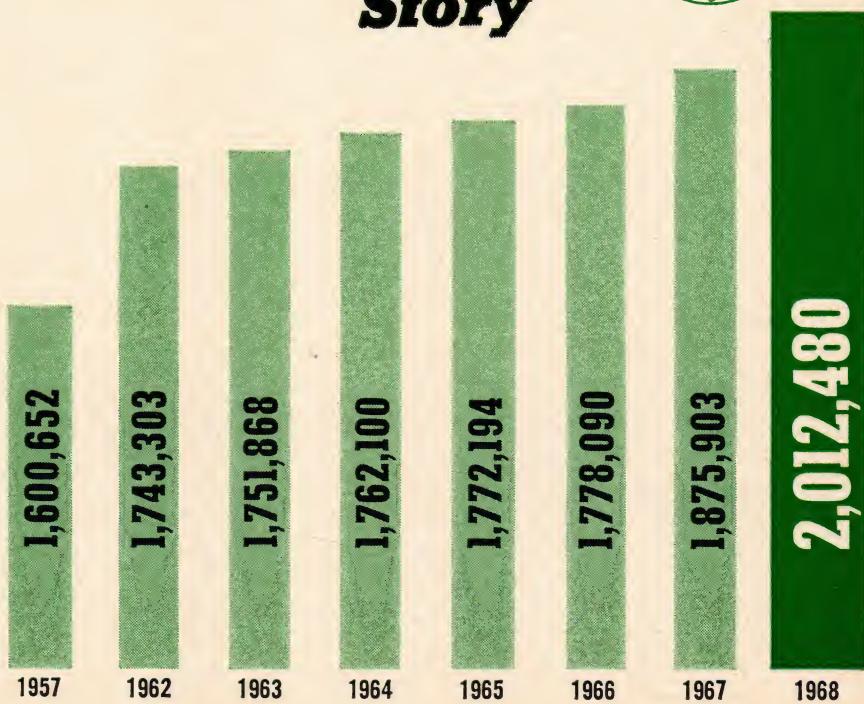
"This is a magical figure toward which our organization has been striving for some time, and one which many said we would never achieve.

"The achievement is a credit to many people who work tirelessly in their efforts to take union wages, hours, and conditions to the unorganized workers of the nation.

"It is a record which could not have been achieved without the dedication of many people—the organizers and business agents in the field; the officers of our local unions and trade divisions; the area conference directors; and the vice presidents on the International Union general executive board.

"I am also gratified that the story of the International Union is not told in figures of membership alone. Not only are our people organizing with more vigor and success than the rest of organized labor, but also our contracts and the manner in which they are policed proved that we are doing the job for the workers who join our union," Fitzsimmons said.

The Teamster Membership Story



Organize the Unorganized

Teamsters-UAW Invite AFL-CIO To Join Universal "No Raid" Pact

**Frank E. Fitzsimmons**

"... we are prepared to meet for this purpose as soon as we are advised of the willingness of the AFL-CIO to do so."

The Teamsters and the United Auto Workers have proposed that the AFL-CIO enter into a "universal no-raiding agreement."

In a joint letter signed by Teamster General Vice President Frank E. Fitzsimmons and UAW President Walter P. Reuther, and addressed to every member of the AFL-CIO executive

council and to presidents of each AFL-CIO affiliated union, the two unions declared that they:

"Are prepared to join with others in an agreement to refrain from seeking to organize workers who are presently organized and represented by a bona fide union as their authorized bargaining agent."

The letter noted that about "one-half of the affiliated unions in the AFL-CIO" already have individual no-raiding agreements with either the IBT or the UAW or both, but that these agreements though important, "do not provide the broad and universal base for the maximum application of the no-raiding principle."

To give this principle "the broadest possible application" the two unions "propose that the AFL-CIO, the UAW and the IBT enter into a universal no-raiding agreement."

Such an agreement, Fitzsimmons and Reuther wrote, would end speculation "that the labor movement is moving toward internal warfare" and would insure that labor's resources "will not be dissipated in negative and destructive raiding activities."

They said that the agreement they propose must provide for an "enforcement mechanism, including a terminal step" and they suggested that a "work-

**Walter P. Reuther**

"... end speculation that the labor movement is moving toward internal warfare and insure resources will not be negatively dissipated."

ing committee" be set up by the AFL-CIO, the UAW and the Teamsters to work out the provisions of the proposed universal no-raiding agreement and "the procedures for its early ratification and implementation."

"We are prepared to meet for this purpose as soon as we are advised of the willingness of the AFL-CIO to do so."

The Fitzsimmons-Reuther letter reiterated that the Alliance for Labor Action, recently formed by the UAW and the Teamsters, is not "a competing labor federation" and that its purpose is "not to build the Alliance at the expense of any other organization . . .

"The ugly and irrational forces that manifested themselves during the recent election campaign, and the results of (that) election . . . necessitate maximum cooperation among all groups of concerned citizens in the common search to find answers to America's many urgent problems . . . the labor movement cannot afford to waste its energies and its resources in needless internal conflict."

The letter noted that while there were "basic differences within the American labor movement," there was

35 Years of Service

Hawley E. Jackson has retired after completing 35 years with Safeway. He has been a Teamster member of Local 246 since the inception of Lucerne Dairy, a division of Safeway, more than 30 years ago. Jackson logged more than a million miles of driving without a major accident and without a single traffic violation citation. Jackson received the best wishes upon retirement of Eugene Hubbard, Secretary-treasurer of Local 246.



"effective and meaningful cooperation during the recent election campaign" and that similar cooperation should be possible in dealing with problems of organizing the unorganized, strengthening collective bargaining and finding answers to urgent social problems.

"Those who share the leadership of the American labor movement have an opportunity to demonstrate the capability of rising above these differences and working out a universal no-raiding agreement."

Auto Sales Case Won By Local 868

Monahan Ford Corp., of Flushing, N.Y., violated the law by refusing to bargain in good faith with Teamster Local 868, by encouraging 5 pro-union salesmen to leave the job, and by other acts of restraint and coercion.

In a decision upholding the trial examiner, the National Labor Relations Board noted that the record showed 5 of 8 full-time automobile salesmen signed authorization cards designating Local 868 as their bargaining representative. The union requested recognition. The employer rejected the union's claim and request without raising any question concerning majority status.

Illegal Threats

However, the company did not sit back and await the union's next move but immediately embarked on a campaign to: Make illegal threats, promise benefits, harass and intimidate the salesmen, and hire new employees—all of these moves being designed to dissipate and undermine the union's majority. Such conduct, said the examiner, demonstrated that the employer's refusal to bargain was not because of any good faith doubt and hence was unlawful.

The examiner further found that the employer made every effort to encourage the 5 card signers to leave their employment, causing them to be badgered, insulted, and called names by their supervisors. The salesmen finally quit.

The Board ordered the company to cease the unlawful conduct, bargain with the union upon request, and reinstate the 5 discriminators with back-pay and interest.

Owner-Operators Share Freight Increase

Fitzsimmons' Demands Win Big for Steelhaulers

IBT General Vice President Frank E. Fitzsimmons lays down the law to employer associations who balked at granting a percentage of a recent tariff increase to members who haul steel. Fitzsimmons told employers that the contract provided for the members getting the percentage and if they didn't get it, they would be struck. The employers got his point and are paying the increase.



Teamster General Vice President Frank E. Fitzsimmons has won an important battle for the steelhaulers, demanding that the employers pass along to haulers the percentage of tariff increase won by the employers, as provided for in the present agreement.

Fitzsimmons made the demands upon the employers at a meeting in Detroit, November 15, attended by representatives of three employer associations, officers and business agents of local unions from throughout the Central and Eastern Conferences of Teamsters.

The General Vice President of the International Union told employers that the increase was due the steelhaulers under the terms of the present agreement, and that the contract would be lived up to by the employers, or they would be "looking down the barrel of a strike."

Fitzsimmons gave little consideration to an employer request for a committee, until the question of the rate increase was settled in favor of the haulers.

Then Fitzsimmons declared that the union is always ready to sit down and discuss problems and hear the employ-

ers' story. "But," said Fitzsimmons, "regardless of the formation of any committees, the employers will live up to the agreement on the increases due."

For the past several weeks, the steel hauling membership has been disturbed over the reluctance, and in some cases, the refusal of the Steel and Special Commodity Carriers to pass on the recent increases in their tariffs granted by the Interstate Commerce Commission.

Attorneys for the employer associations pleaded for consideration of their costs of operations, claiming they could ill afford to pass the percentage of the tariff increase along to the members.

It was pointed out in the meeting that some employers had paid the increase according to the contract, but that they were doing so under protest.

Under Fitzsimmons' leadership, union representatives took the position that this was improper and requested employers withdraw the "protest" position. Fitzsimmons called the meeting, demanding that employer and union representatives alike attend.

Individual owner-operators hauling steel joined with union representatives in the meeting.

Nationwide Boycott

Billion Dollar Standard Oil Refuses Penny Increase to Gilbarco Workers

Thomas E. Flynn, Teamster Vice President and Director of the Eastern Conference of Teamsters, announced that the nation-wide consumer boycott of Standard Oil of New Jersey is being supported by the more than two million Teamster members throughout the Country. The boycott is necessary because of unfair labor practices of a wholly-owned subsidiary of Standard Oil, New Jersey, Gilbarco, Inc. Gilbarco, located in Greensboro, North Carolina, manufactures the gas station pumps for Standard Oil, New Jersey products, including Esso, Humble, Enco and Esso Imperial.

Election Won

Teamsters Local Union 391 won an N.L.R.B. election among the 400 employees of Gilbarco and was certified as the employees' bargaining representative by the United States Government in June 1968. Both before and after the election, the Employer engaged in a massive illegal campaign, including discharges and blacklisting, in order to destroy the Union and crush the desires of its employees. At the bargaining table, Gilbarco refused to offer even a 1¢ wage increase or to agree to a basic grievance and arbitration procedure. Because of the unfair labor practices, the Teamsters struck on September 23, 1968, and a vast majority of the employees supported the strike. The strike is now entering its 10th week and the employees' courage and determination has been an example for all Teamsters.

Unfair Practices

Meanwhile, three different unfair practice charges have been filed with the N.L.R.B. against Gilbarco. The Government has already proceeded against the Company in one hearing and likely more N.L.R.B. complaints will be issued and that the government will continue to proceed against this employer. Presently, the Labor Board is considering seeking an injunction against the Employer's conduct.

The Teamsters have distributed "Don't Buy Esso" pamphlets and bumper stickers throughout the Country. This past week, they distributed the pamphlets in Rockefeller Center in New York City. Tom Flynn stated that all of the Teamsters' resources will be utilized to force this industrial giant to obey the law. Other Unions have pledged their support.

Flynn condemned the Employer and noted that while Gilbarco is dis-

charging and blacklisting its employees Standard Oil of New Jersey is enjoying millions of dollars of profits each year because the Government favors it with the controversial 27½ % tax depletion plan. Standard Oil of New Jersey is expected to gross \$16 billion in 1968 and its profits will exceed \$1 billion, 200 million. Meanwhile, Gilbarco's employees walk the picket line without even a 1¢ increase in wages.

DON'T BUY

- ESSO
- HUMBLE
- ENCO
- ESSO IMPERIAL

(Standard Oil of New Jersey Products)

Teamsters Local Union No. 391 won an NLRB election and was certified as the exclusive bargaining representative of Gilbarco's 400 employees in Greensboro, North Carolina. The Company, a wholly-owned subsidiary of Standard Oil of New Jersey, refused to bargain in good faith with the Union and committed a multitude of unfair labor practices against its employees. These unfair practices caused the Union to strike on September 23, 1968, and the vast majority of the employees supported this strike. The NLRB is pursuing unfair practice charges against the Company but Gilbarco continues to ignore the law and the rights of its employees.

GILBARCO MANUFACTURES THE GAS STATION PUMPS FOR THE ABOVE PRODUCTS

GILBARCO UNFAIR GILBARCO

Workshops Scheduled In Northwest

The Western Conference of Teamsters scheduled workshops in 2 different areas in the Pacific Northwest during early December.

Representatives of affiliates of Teamster Joint Council 28 were scheduled to attend a workshop in Seattle, Dec. 2-3, while Teamster Joint Council 37 affiliates had a workshop slated for Dec. 5-6.

Agenda for the workshops included legislative activities, legal matters relating to union-employer activities, strike sanction procedures, organizing programs, and local union administration.

• Raid Beaten

Teamster Local 322 of Richmond, Va., recently turned back an attempted raid by the International Longshoremen's Association at the Richmond waterfront where employees had been Teamsters for more than 20 years.

The operation is basically warehouse work with the only longshoring work being an occasional unloading of imported potash and newsprint and loading of export scrap iron.

The members, in a National Labor Relations Board election, rejected the ILA with an overwhelming margin.

• Transit Vote

A majority of nearly 200 employees of the WMA Transit Co., in Washington, D.C., recently voted for representation by Teamster Local 922 in a National Labor Relations Board election.

D. E. Beck, secretary-treasurer of Local 922, said the transit men dumped their old B&W independent union by a vote of 89 to 62 in favor of the Teamsters.

Schoessling To Start 40th Year

International Vice President Ray Schoessling of Chicago, Ill., recently was reelected to office as president of Teamster Local 744 and will begin his 40th year in the office when his new 3-year term starts next February.

New Teamsters

Puerto Rican Phone Workers Okay Contract Overwhelmingly

Newly-organized employees of the Puerto Rico Telephone Co., overwhelmingly ratified their initial Teamster agreement recently negotiated by Local 901 and guaranteeing them substantial wage gains and improved conditions.

The 2-year contract was made retroactive to last June when the 1,600 workers voted about 4-to-1 for Teamster representation over 3 other unions on the ballot.

General Organizer Joe Konowe said the contract also contained a health and welfare increase, improved vaca-

tion scheduling, provided for seniority by job classification, and also had excellent grievance language.

Luis Pagan, secretary-treasurer of Local 901—assisted by Pete Santiago, business representative—led a rank 'n' file negotiating committee composed of 2 dozen members. Lending assistance was General Organizer Ken Silvers.

Bringing the Puerto Rican phone workers into the union made Local 901 the largest union on the island in terms of numbers.



Puerto Rico Telephone Co., workers newly-organized as members of Teamster Local 901 are shown as they overwhelmingly ratify their first Teamster contract with the company. They were clearly pleased with the agreement won by the rank 'n' file negotiating committee led by Secretary-Treasurer Luis Pagan.



This negotiating committee gained the first Teamster contract ever negotiated with the Puerto Rico Telephone Co. In the group are Luis Pagan and Pete Santiago, secretary-treasurer and business representative respectively of Teamster Local 901, and General Organizer Ken Silvers of Detroit.

In Orange Calif.

Cannery Workers Undergo Free Physical Examinations



Teamster Lupe Heredia, a grader for Hunt, is being given a tonometry test by Nurse Mary Ann O'Leary. The test, a search for glaucoma and other eye disease, is part of the mobile health program.

Members of Teamster Local 952 at Orange, Calif., who are employed at Hunts Cannery recently enjoyed free physical checkups as part of the statewide Cannery Workers program to screen all members.

With time off from work, scores of workers went through the three 10 x 60-foot air-conditioned trailers provided for the testing under the



Helmuth Reinholtz, a member of Teamster Local 952, is being given a spirometry test by technician Syd Mynum. The test determines lung capacity. The oscilloscope tells the story when the person being tested blows into the tube.

program. They were given 10 major examinations under the direction of a pair of doctors, 5 registered nurses, and some 25 lab technicians.

The program is part of a Teamster drive to upgrade medical care and establish a practice of preventive medicine for the cannery workers. Funds for the program were negotiated by the California State Council of Can-



Watching Hunts Cannery workers filling out their brief medical history before taking their exams is Lee Kearney (standing), secretary-treasurer of Teamster Local 952. Teamsters are (left to right): Sid Else, Patricia Mendoza, Ted Kiss.

nery and Food Processing Unions 4 years ago under the leadership of Pete Andrade, director.

In the first year of operation, the mobile health unit gave examinations to some 21,000 Teamsters working at canneries in California. Over one-half tested were referred to their personal physician for further treatment and diagnosis.

Carolina Locals Score at Food Chains

Agreements at 2 food chains in the Carolinas were won recently after short strikes to support the demands of the membership.

International Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters, referred to the settlements won by Teamster Local 391 of Greensboro, N.C., at A&P Tea Co., and Teamster Local 509 of Columbia, S.C., at Colonial Stores as significant victories inasmuch as both North and South Carolina are right-to-work states.

Local 391's members won an excellent contract after a 4-day work stoppage. Local 509 members stayed out for 10 days to gain what Flynn described as "the best settlement ever reached with Colonial Stores in the area."

Trail Blazers Continue Their Ways

Teamsters organizers continued to blaze the trail for organizing during the month of September, according to the latest National Labor Relations Board bulletin.

Teamster affiliates were tops in the single-union election category—taking part in more elections and winning more elections than any other union in the land.

Altogether, the NLRB counted 508 single-union ballots in September and Teamsters were in on 167 of them—more than 32 per cent. All unions together won 241 of the single-union votes and Teamsters accounted for 76 of them—or more than 31 per cent.

More than 15,000 workers were eligible to vote in the single-union elections won by all unions, and 2,033—or better than 13 per cent—elected to go Teamster.

Lengthy Tussle**Casket Company Boycott Ended
As Strikers Win Good Contract**

Members of Teamster Local 135 of Indianapolis, Ind., are back on the job driving for the Batesville Casket Co., after a 6-month strike that featured a boycott and ended with a settlement ratified by the members involved.

Loran W. Robbins, president of Local 135, called it an "honorable agreement" that included for the first time language taken from the National Master Freight Agreement.

Another "first" was a newly-negotiated method of dispatch for the road drivers. All economic items were updated including hourly rates, mileage rates, holidays, vacations, insurance, pensions, and so on.

Robbins said it was his firm opinion that a booth set up in Cobo Hall in Detroit advertising the strike and boycott at the National Funeral Directors convention was the turning point in the lengthy struggle.

"It goes without saying," added Robbins, "that this company could not have been brought to the bargain-

ing table, to bargain in good faith, without the support and assistance of General Vice President Frank E. Fitzsimmons."

He also expressed appreciation for help rendered by International Vice Presidents Robert Holmes of Detroit, Harold Gibbons of St. Louis, Ray Schoessling of Chicago, and Thomas E. Flynn of Washington, D.C.

Local 135 started maintaining picket lines at the Batesville Casket Co., plant in Batesville, Ind., last April after a breakdown in contract negotiations. Production workers at the plant, represented by the Upholsterers' Union, went on strike in June in a similar dispute.

Perhaps the turning point in the campaign came when Local 135 inaugurated a boycott, keying it on the phrase: "I wouldn't be caught dead in a Batesville casket." Bumper stickers and word-of-mouth helped spread the phrase quickly throughout the middle west.

The Teamsters maintained their

picket lines despite harassment by what Robbins called "company-dominated police and other public officials." While quick to notice alleged violations by strikers, the police and local authorities were somehow unable to see any violations by company stooges or scabs.

Robbins likened the "Battle of Batesville" to a struggle by the Teamsters and Upholsterers against a feudal operation of the Hillenbrand family—one of the last remnants of a "company-town" operation in the state.

Hillenbrand Industries operates 2 companies—the casket firm and Hill-Rom Co., Inc., which makes hospital furniture. The boycott was maintained through the months against Hillenbrand products, until the Cobo Hall booth provided the straw to break the camel's back.

• Kansas Win

Warehouse workers employed by Producers, Inc., of Olathe, Kan., recently voted for representation by Teamster Local 552 of Kansas City, Mo., in a National Labor Relations Board election.

F. D. McGuire, president of Local 552, said 29 workers were eligible to vote. The count was 17 to 6 in favor of the union.

Annual Christmas Party

One of the annual activities of Joint Council 25, Chicago and vicinity, is a Christmas Party at the Better Boys Foundation. The foundation attempts to make good citizens of boys in underprivileged areas. Shown distributing gifts at last year's party are, left to right: Norman Greene, recording secretary, Local 713; William T. Hogan, secretary-treasurer, Local 714; Joseph Bernstein, president, Local 781; and Ray Schoessling, International Union vice president and president of Joint Council 25.

**Vancouver
Local Settles
Tire Pact**

Teamster Local 842 of Vancouver, B.C., has settled a number of contracts in recent months with one of the principal settlements being the tire industry area contract covering all the major tire firms and a number of independents.

J. P. Lucas, Local 842 secretary-treasurer, said the area tire agreement covers Goodyear Tire & Rubber Co., Firestone Tire & Rubber Co., B. F. Goodrich retread plant, General Tire Ltd., and Seiberling Rubber Co., along with independents Advanx Tire, Butler Tire, Crown Tire, Irving Tire and Master Retreaders.

Besides substantial wage increases, the agreement called for call-out time at double-time rates of pay, improved health and welfare benefits, and minimum life insurance coverage of \$6,000 with the companies paying the total premium.

3-Year Contract

Furniture Drivers Gain In Schnadig Settlement

Drivers, mechanics and shipping workers who are members of 4 widely separated Teamster local unions recently won substantial gains in a new 3-year agreement negotiated with Schnadig Corp., a manufacturer of furniture.

The Teamsters—members of Locals 135 in Indianapolis, Ind., 528 in Atlanta, Ga., 764 in Milton, Pa., and 968 in Houston, Tex.—received large increases in wages and fringe benefits.

Also, a new Joint Company-Union Committee was established to handle

At Horseheads, N. Y.

Stewards Attend Training Program Conducted by Eastern Conference

Some 46 stewards from Teamster Local 62 in Horseheads, N.Y., took part in a 2-day training program conducted recently by the Eastern Conference of Teamsters.

The stewards are employees of the Ann Page Division of A&P Tea Co., which employs 1,500 workers in Horseheads and has been in operation since 1965.

The program utilized a newly developed self-instruction course in which the basic functions of the steward are learned through self-testing at home.

Group discussions were held on the responsibilities of the steward such as handling grievances and how to pro-

ceed with them at the first step.

Serving as instructors were Jerry Schultheis, ECT research director, and ECT representatives John Frechette, Nicholas Amatrudi and Timothy Griffin.

As the program came to a conclusion, the stewards were agreed that the self-instruction method was an excellent tool—particularly for the training of new stewards.

International Vice President Thomas E. Flynn, director of the Eastern Conference, said the conference is considering use of the self-instruction course for training new stewards at all local unions in the area.



Learning the rudiments of their union responsibilities in an Eastern Conference of Teamsters program are these stewards from Teamster Local 62 in Horseheads, N.Y. The 2-day program utilized a new method of self-instruction and specialists from the Eastern Conference served as instructors.

grievances. In addition, there were numerous language changes based on the present National Master Freight Agreement with slight alterations due to the fact that the company is a furniture manufacturer.

International Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters, called the agreement "testimony to the importance of nationwide agreements and the ways in which they benefit Teamsters."

Mileage increases were gained for drivers and trip allowances, as well as stop and pickup pay, were also increased.

At the same time, members working on an hourly basis as mechanics and shipping personnel received a large wage gain.

A holiday was added and the vacation schedule was improved to a maximum of 5 weeks after 20 years on the job.

Health and welfare and pension contributions by the employer were increased. A cost-of-living clause was added to the contract.

Among key language improvements were the addition of an owner-operator and subcontracting clauses.

• Scrap Yard

Employees of Sid & Son Scrap Yard, Inc., in Springfield, Ill., voted unanimously for representation by Teamster Local 916 of that city in a recent National Labor Relations Board election, according to Jerry D. Banning, secretary-treasurer of the local union.

Testimonial To Honor Bill Williams

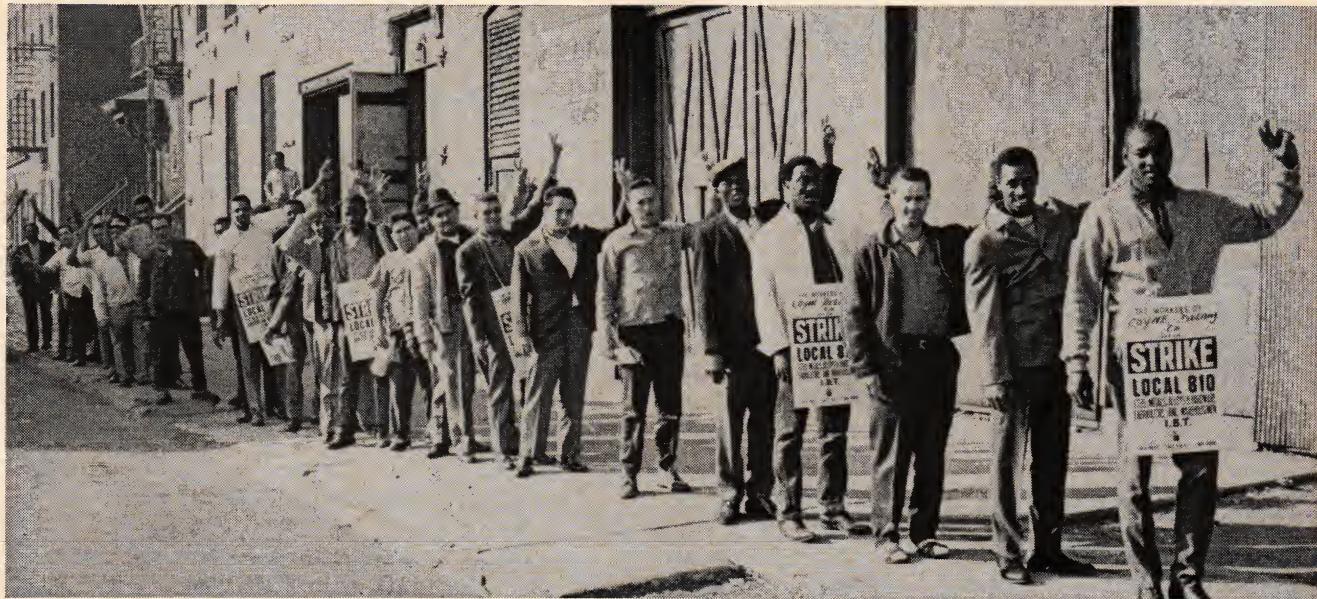
General Organizer William L. (Bill) Williams, long-time Teamster leader in the Northwest, has been chosen "Labor Man of the Year" by the Israel Bond Committee in Seattle, Wash., and will be honored Dec. 3 at a testimonial dinner.

A native of Canada, Williams joined Teamster Local 162 in Portland, Ore., as a long-line driver in 1932. He became active in organizing and was hired by Dave Beck in 1935 as an organizer for Teamster Local 117 in Seattle.

Long a warehousing leader, Williams was named general organizer in 1963 by General President James R. Hoffa.

In Brooklyn

Teamsters Organize Hundred-Year-Old Company



Workers at Coyne & Delany in Brooklyn are shown giving a V for victory sign just before a National Labor Relations

Board representation election in which they voted for Teamster Local 810 by a margin of better than 9-to-1.

Coyne & Delany, Brooklyn-based manufacturer of plumbing fixtures, first put out its shingle nearly 100 years ago and—together with its subsidiary, Spencer Foundry—had remained non-union until organized recently by Teamster Local 810 of New York City.

Milton Silverman, president of Local 810, said 3 generations of Delanys had operated the family-owned business and successfully kept out unions

through the years. Even as recently as a year ago, an AFL-CIO affiliate made an attempt to organize the firm but soon gave up.

When the Teamsters came on the scene in response to pleas for help from the workers, the company brought in a battery of high-powered lawyers who specialize in fighting unions.

The lawyers stalled as long as possible, said Silverman, while feeding

anti-Teamster propaganda to the workers. Nevertheless, the National Labor Relations Board ordered a representation election at the plant where the workers finally had gone on strike.

When the votes were counted, the NLRB announced that all 14 employees of Spencer Foundry and 45 of the Coyne & Delany production workers had voted for Local 810. Only 4 employees voted for the company.

A 500 Ton Rig



The giant Push and Puller Vehicle shown here is operated by members of Teamster Local 682. According to Local Union Secretary-Treasurer Gene Walla, the rig is capable of handling loads up to 200 tons. There is also a special 6 axle trailer and 4 axle dolly, which when attached to the rig, will handle up to 500 tons. There is a 560 horse power engine in the Push and Puller at each end. Shown in the picture with the equipment giant are Earl Barton, Harvey Hantack, Fred Odenthal, Red Stahl who is Local 682 vice president and business representative, Bradford Adams, and Bill Lynne, Local 682 steward.

Yonkers, N.Y.
Local Scores
Big Win

By a 3-to-2 majority, employees of A&W Products Co., Inc., a manufacturer of school and office supplies in Port Jervis, N.Y., voted for representation by Teamster Local 445 of Yonkers in a recent National Labor Relations Board election.

Theodore G. Daley, Local 445 secretary-treasurer, said 127 workers were eligible to ballot. The ballot score was 68 for the Teamsters and 45 for the Textile Workers of America.

The bargaining unit includes press operators, assemblers, packers, shipping and receiving clerks, washers, polishers and general factory workers.

750 Attend

Mrs Hoffa Helps Celebrate Pitt Local's 40th Birthday

Josephine Hoffa, wife of General President James R. Hoffa, helped Teamster Local 211 of Pittsburgh, Pa., celebrate its 40th birthday at a banquet attended by 750 members and their wives.

Mrs. Hoffa joined Theodore R. Cozza, president of Local 211, and a number of high-ranking Teamsters Union officials and civic leaders at the head table of the anniversary banquet in her role as national president of DRIVE Ladies Auxiliary.

Among the speakers was Weldon Mathis, administrative assistant to General Vice President Frank E. Fitzsimmons who was unable to at-

tend the dinner as planned. Mathis discussed current anti-union legislation and urged increased union militancy to preserve the gains won by labor since the period when Local 211 was chartered.

Also on hand were International Vice Presidents Thomas E. Flynn, director of the Eastern Conference of Teamsters, Joseph Trerotola of New York City, Dominick Calabrese of Jersey City, N.J., and William Presser of Cleveland, Ohio, and International Trustee Maurice R. Schurr of Philadelphia, Pa. Daniel DeGregory, president of Teamster Joint Council 40, was also present.



Helping celebrate the 40th anniversary of Teamster Local 211 at a Pittsburgh banquet were (left to right): Maurice R. Schurr, International Trustee; Weldon Mathis, administrative assistant to General Vice President Frank E. Fitzsimmons; International Vice Presidents William Presser and Dominick Calabrese. Seated with Josephine Hoffa, wife of General President James R. Hoffa, is Ted Cozza, president of Local 211.

Honored guests included Mayor Joseph M. Barr and publishers William Block of the Pittsburgh (Pa.) *Post Gazette* and Thomas D. Mansfield of the McKeesport (Pa.) *News*, and Barney G. Cameron, vice president of the Pittsburgh (Pa.) *Press*.

• Furniture

Truck drivers, warehousemen, helpers and mechanics employed by Miller's Furniture Store of Harrisburg, Pa., recently voted better than 9-to-1 for representation by Teamster Local 776 in a National Labor Relations Board election.

Clarence Steek, president of Local 776, said all but 1 of the 52 employees cast ballots. The vote was 47 for the Teamsters and 4 against.

• Auto Parts

Employees of the Western Automotive Warehouse Distributors in Los Angeles, Calif., voted for representation by Teamster Local 495 in a recent National Labor Relations Board election.

Frank A. Hatfield, secretary-treasurer of Local 495, said 14 truck drivers, warehousemen and shipping and receiving clerks were eligible to ballot. The tally was 8 to 6 in favor of the union.

Bane Named To Research Board

Joe Bane, president of Local 614, in Pontiac, Michigan, has been named a senior member of the board of directors of the Pontiac Medical Services Laboratories.

Bane was instrumental in the planning of a Frank E. Fitzsimmons testimonial dinner in Detroit, recently, where funds were raised for construction of a building for the research facilities.

The principal work of the laboratories will be research on the transplant of organs in animals.

The building, an adjunct of the Michigan State Hospital in Pontiac, is called the Frank E. Fitzsimmons building. As a board member, Bane will have an important voice in the growth and development of the laboratories.

Retiring Staffer

Emily H. Freedman retired from her office job at Teamster Local 512 in Jacksonville, Fla., recently and was honored with a luncheon at which she received a luggage gift. Mrs. Freedman also received a corsage being pinned on by John C. Turner, president of the Local union, while Herbert A. Mullaly, secretary-treasurer, looks on.

• Trailmobile

Parts employees at Trailmobile, a trailer sales and service firm in Memphis, Tenn., voted unanimously for representation by Teamster Local 667 in a recent National Labor Relations Board election.

J. V. Pellicciotti, Local 667 secretary-treasurer noted that through a previous election, the union also represents all the mechanics and service employees at the company.

**Driver Ends
45-Year
Road Career**

John J. Travis, a member of Teamster Local 786 in Chicago, Ill., retired recently to end a 45-year career of driving trucks over 1,000,000 accident-free miles without a ticket or violation of any law.

Travis started driving a car in 1919 when he was 15 years old. He joined Teamster Local 719 in 1923, which later became Local 786, as a lumber driver.

Travis first drove for Douglas Products, 1923 through 1926, then drove for the Fort Dearborn Lumber Co., from 1926 through 1948. His last employer, Malkov Lumber Co., enjoyed his services from 1948 through this year.

Teamster Case

Supervisor Ordered Reinstated Refused to Spy on Union Drive

In a unanimous action, the National Labor Relations Board recently ordered a Dayton, Ohio employer to reinstate a supervisor found to have refused to execute the employer's instructions to engage in surveillance of the employees' activities on behalf of Teamster Local 957 of Dayton.

The Board order, adopting the recommendation of the trial examiner, applied to Elder-Beerman Stores Corp., a retailer of merchandise at various locations in Dayton. The complaint against the company involved Teamster organizing among truck drivers and helpers.

Charles E. Graham was the supervisor whose discharge figured in the case.

The Board also ruled that the company had coercively interrogated employees and requested them to engage in surveillance, and to act as informers regarding union activity.

The unfair labor practices developed about 2 weeks after Local 957

requested recognition and filed a petition for a representation election. The company president promptly responded by promising and granting benefits to the employees in violation of the Act.

It was about this time that the company president repeatedly instructed Graham to watch the employees' union activities, called him a poor supervisor for refusing to do so, and then discharged him for not wanting to be a spy. He also discharged 5 employees.

The examiner concluded, and was so upheld by the Board, that the employer committed the unfair labor practices as part of a plan to rid himself of union adherents and that Graham's discharge was designed to enforce surveillance and insure the success of the plan.

Elder-Beerman was ordered by the Board to cease the unlawful conduct and reinstate the discriminates without loss.

Goodwill Effort

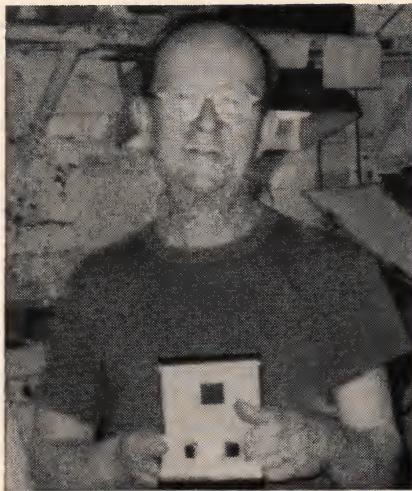
More than 20,000 bags, filled with donations for Good Will Industries in Indianapolis, were recently collected by the Boy Scouts "Good Turn" drive. Helping to make the drive a success were officials of Local 135 and driver-members who donated their time. Placing sign on truck is Dick Diniger, official of Local 135 (left), and Don Johnson, Teamster business agent (right). Others, left to right are Carlos Braham and Bill Waskom, Teamster business agent, and Gerald Belentyne, Boy Scout Council Director of Activities, and Tom Shepard, president of Indianapolis Motor Truck Association which donated trucks for the drive.

Fitchburg Paper**Teamster Local 16 Members Honor First Four Retirees**

Richard O'Leary (right), retiree, happily receives gift of a watch from John Dupill, president of Teamster Local 16.

Four Teamsters—with a combined work total of 140 years at the Fitchburg Paper Co., in Massachusetts—were honored as the first retirees under the new pension plan negotiated by United Paper and Allied Workers Teamster Local 16 for the recently organized plant.

A retirement dinner party was held for the foursome: Napoleon Tremblay, Richard O'Leary, Joseph Machonis and Harold Thompson. Nearly 250 Teamsters and their wives attended the affair at which each re-



Napoleon Tremblay, proud of his retirement watch, was one of four retirees first to enjoy a Teamster pension at Fitchburg.

tiree was given a watch, a wallet, and a substantial check to fit in the wallet.

Teamster Local 16 was formed last year when the Fitchburg workers voted to leave the United Papermakers and Paperworkers for more progressive union representation.

Officers from Teamster Local 735 in Norwood, Mass., attended the dinner as guests of Local 16. The Norwood local union contributed \$5,000 to Local 16 last year when its members were on the picketline.

John Dupill and Paul Nadeau, pres-



Alfred Glockner (right), Fitchburg shop steward, presents gifts to Harold Thompson (left) and Joseph Machonis, retirees.



John Dupill (center), president of Local 16, shown with retirees Harold Thompson (left) and Joseph Machonis (right).

ident and vice president respectively of Local 16, arranged the retirement dinner. Among the speakers were Bob Williams, director of the Teamsters United Paper and Allied Workers Division; William Flynn, Fitchburg mayor, and Emil Goguen, Local 16 member and also a member of the Fitchburg city council, served as master of ceremonies.

The occasion was used to distribute Teamsters Union training program diplomas to all Local 16 members who attended recent union classes conducted by Dick Logan, assistant director of the division.

Teamster representatives Babe Nitka and Eddie Masterson, who organized the Fitchburg plant, also were on hand.

• Auto Supply

Employees of Western Auto Supply Co., in Ft. Wayne, Ind., voted for representation by Teamster Local 414 in a recent National Labor Relations Board election, according to Harold Schutte, secretary-treasurer of the local union.

Schutte said some 50 stockmen, leadmen, janitors, and other workers were eligible to ballot. The tally was 29 to 19 in favor of the Teamsters.

Potato Chip Case Won By Local 430

El-Ge Potato Chip Co., Inc., of York, Pa., violated the Act—said the National Labor Relations Board in a recent decision—by refusing to bargain with Teamster Local 430 of York, the certified representative.

Pursuant to a Board-conducted election, Local 430 was certified by the Board on March 7, 1968. On April 30, 1968, a complaint was issued alleging that the employer unlawfully refused to bargain.

The company admitted that an election was held in an appropriate unit consisting of all truck drivers, warehousemen, mechanics and certain other employees and that the Board certified the union. Still, the employer denied that the union was the exclusive representative of a majority of its employees. It refused to bargain.

El-Ge was ordered by the Board to cease the unlawful conduct and bargain with the union upon request.

Helps Invalid

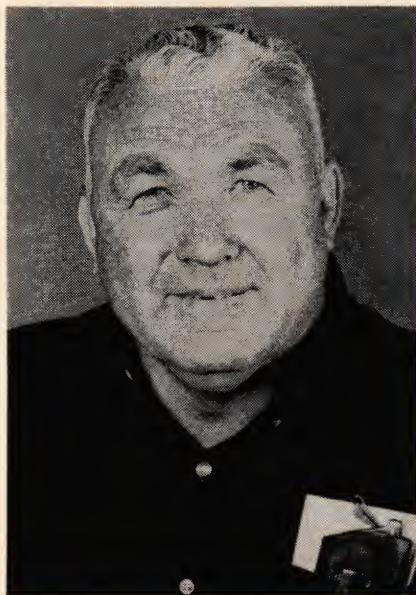
Distress Signal Answered By Local 577 Truck Driver

Leroy Roberts, a member of Teamster Local 577 in Amarillo, Tex., was the answer to a prayer recently when he replied to a distress signal alongside of U.S. Highway 66 near Glenrio, N.M.

Mrs. Goldie Brown of Bakersfield, Calif., who is paralyzed from the waist down, had lain at the side of the road in the middle of the night and waved a flashlight at passing motorists for nearly 2 hours before Roberts came along.

Mrs. Brown and her husband, H. D. Brown, were en route to their home when he suffered a fatal heart attack about 3 a.m. The car he was driving went out of control and came to a stop 150 feet off the highway.

Mrs. Brown sat in the auto with the doors open and the lights on for some time, hoping somebody would stop to investigate. After a while, she took a flashlight from the glove compartment, fell out of the car to the ground and managed to pull herself with her hands to the edge of the highway.



Leroy Roberts

Roberts, a driver for Auto Convoy, was the first to stop. He soon halted another vehicle and got the

driver to go for the sheriff, then waited with Mrs. Brown until an ambulance arrived.

Roberts' kindness didn't end there. After he arrived in Amarillo, he and his wife went to the funeral home where Mrs. Brown's husband had been taken and insisted she come to their home until some of the widow's family arrived from California.

● In Tennessee

A three-fourths majority of freight handlers employed by S-L Transfer Co., in Memphis, Tenn., voted for representation by Teamster Local 667 in a recent National Labor Relations Board election, according to J. V. Pellicciotti, secretary-treasurer of the local union.

● Ohio Victory

A majority of workers employed by Canners for Coca-Cola Bottlers, Inc., a canning plant for Coca Cola in Columbus, Ohio, recently voted for representation by Teamster Local 413 in a National Labor Relations Board election.

Lynn Mann, Local 413 organizer, said all production and maintenance employees, forklift operators and janitors were eligible to ballot. The tally was 11 to 7 in favor of Local 413.

Tennessean Expresses Appreciation

Dear Bro. Fitzsimmons:

I retired from Jones Truck Line, Memphis, Tenn., in June, 1968, after having been a truck driver for 32 years. The last 17 years of this time was for Jones Truck Line. My retirement has been made possible by the monthly checks which I receive from the Central States, Southeast and Southwest Areas Pension Fund. I appreciate very much everything the Teamsters Union has done for me, and by negotiating into the contract the pension article that made possible my pension benefits. I also appreciate the opportunity of being employed by Jones Truck Line and their being a participant in the pension fund. I have been a member of Teamster Local 667 in Memphis, Tenn., for the past 17 years. My wife and I look forward to enjoying our retirement and the trips we will be able to take in the future.



Fraternally,
Revo Medley,
Memphis, Tenn.

Driver 'o' Year

Joseph D. Norris, a member of Teamster Local 33 in Washington, D.C., employed as a bakery driver for Giant Food Stores, recently was named D.C.'s driver-of-the-year. Norris has driven 350,000 miles over a 14-year period without an accident.

Truck Drivers**Chicago Local Cooperates In Pilot Training Project**

First graduates of a truck driver training project in Illinois were: Bert McCracken, Dale Gossett, Floyd Smith, Wayne Trott, Richard Pierczhski, Bruce Emery, Ronnie Berry, Sherman Oglesby, Kenneth Micek, Lloyd Patno, Richard Triemstra, Clayton Krueger, David Stearns, Al Montez and Donald Madison.

Teamster Local 710 of Chicago, Ill., recently cooperated with the Department of Labor in a pilot training project to school chronically unem-

ployed men for jobs as professional truck drivers.

One of the first of its kind in the nation, the school graduated 15 drivers after an 8-week training course that included 3 weeks of basic education related to truck driving and 5 weeks of on-the-job training.

Elmer Sims, president of Sims Motor Transport Lines, proposed the school on the theory that well-coordinated individuals could become truck drivers. A \$16,124 government grant paid for the project and Henry Dalloz, a 35-year-old experienced driver, was hired as the professional instructor.

The White Motor Co., of Chicago provided 4 new trucks for the duration of the school and added a training driver for the vehicles. The graduates, with the approval of Local 710, were guaranteed jobs at several Chicago area companies upon graduation.

William D. Joyce, secretary-treasurer of Local 710, appropriately made the "commencement address" at the graduation ceremonies.

• Brake Shoes

An overwhelming majority of the production workers employed by Wagner Electric Sales Corp., a Memphis, Tenn., brake shoe manufacturer, re-



William D. Joyce, Local 710 secretary-treasurer, gave the commencement address to newly-trained truck drivers at the completion of a pilot schooling project.

Scholarship Granted to Local 710 Man

Norman Adams, a member of Teamster Local 710 in Chicago, Ill., recently was granted a scholarship for labor leadership courses at Roosevelt University by the Amalgamated Trust & Savings Bank of Chicago.

The bank was founded in 1922 by the Amalgamated Clothing Workers Union. Adams' scholarship was 1 of 10 to be awarded.

cently voted for representation by Teamster Local 984 in a National Labor Relations Board election, according to M. R. Holliday, president of the local union. The election tally was 25 to 2 in favor of the Teamsters.

• Strike Ends

Office employees of Avis Rent A Car in San Diego, Calif., members of Teamster Local 481, returned to work after ending a 7-month strike recently with a collective bargaining agreement.

The workers resorted to the strike action last March when the management refused to bargain for a new contract.

Willard Kline, secretary-treasurer of Local 481, said the contract provided wage increases, an improved health and welfare plan, sick leave, improved vacation and holiday scheduling, and grievance language along with other benefits.

The office employees, all women, had picketed without letup through the months.

Large Unit Votes Teamster In Carolina

More than 70 per cent of the employees of Frederickson Motor Express Corp., a common carrier operating out of Charlotte, N.C., voted for representation by Teamster Local 71 in a recent National Labor Relations Board election.

W. C. Barbee, president of Local 71, said 122 workers were eligible to ballot. The tally was 84 for the Teamsters and 35 against.

Included in the bargaining unit are road drivers, city and peddle drivers, dispatchers, driver supervisors, clerks and warehousemen.

NLRB Ruling Insures Contract Maintenance

A recent ruling by the National Labor Relations Board declared that Teamster Local 36 of San Diego, Calif., was within its rights in requiring owner-operators who own and drive their own equipment on construction jobs to be cleared through the union's hiring hall.

John S. Lyons, Local 36 secretary-treasurer, hailed the decision as "a giant step in our effort to insure that our contract conditions are maintained."

He added: "The Board's ruling helps us enforce the contract according to its terms and closes loopholes which some individuals have attempted to find in our agreement."

Clearance

The Board decision upholds the union contract which requires union hall clearance which, for union members, meant a paid-up union card and for owner-operators meant either a union card or proof of ownership of equipment.

The case arose as a result of Local 36's policy of, for the contractors' convenience, sending a business agent to remote jobsites to clear as many drivers there as he could.

Two years ago, Hugh McDonald, a business agent for Local 36, was checking a jobsite of the Griffith Co., in Oceanside, Calif. At that time, 3 owner-operators refused to show McDonald proof of ownership. McDonald then insisted to both the owner-operators and the employer that the 3 owner-operators would have to come to the union's hall in San Diego to be cleared, which the 3 eventually did.

Hiring Hall

Charges filed later by the owner-operators alleged that this course of conduct by Local 36 was discriminating against non-union drivers and coercing the employer to cease doing business with such non-union drivers.

The Board decision found only that the conduct of McDonald did not coerce or restrain the Griffith Co. However, the ruling clears the way for future enforcement of the hiring hall clause without violation of Section 8(b)(4)(B) of the Labor Management Relations Act.

Equipment Gift

Teamster Donation Helps Train Jobless Indians in Minnesota

As a result of a campaign spearheaded by Teamster Local 970 in Minneapolis, Minn., unemployed Indians are learning new shop skills at the Mille Lacs Reservation Community Training Center.

Local 970, under the leadership of Earl Drange, secretary-treasurer, conducted a campaign to raise \$5,000 to provide equipment for the industrial school. First item shipped to the training center was an industrial table saw valued at \$400.

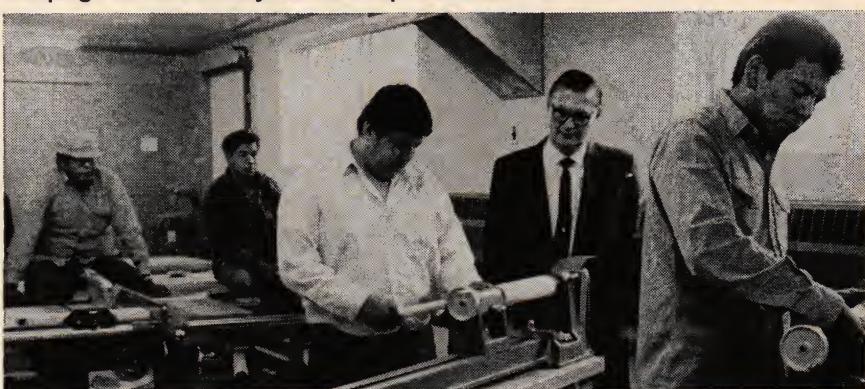
In short order, the union was able to forward wood lathes and other

wood-working equipment. Future plans call for the addition of metal-working equipment.

Currently there are 16 Indian youths taking training in the vocational program in hopes of breaking the cycle of unemployment rampant at the Reservation. Eventually there will be some 45 youngsters enrolled in the program.

Local 970, an industrial union with many of its contracts at metal-fabricating plants, heard about the lack of shop equipment at the Reservation and opened the drive to solve the problem.

Earl Drange (wearing suit), secretary-treasurer of Teamster Local 970 in Minneapolis, watches Indian youths learning new vocational skills on equipment given to the Mille Lacs Reservation Community Training Center as a result of a Local 970 campaign to raise money for the shop machines.



Retirees

Six members of Teamster Local 184 recently received approval for their Central States pension. They are shown receiving congratulations from Local Union Secretary-Treasurer Joseph Weissman. From left to right, Charles Rotter, Sam Alter, Harold Brastoff, J. Carroll Harris, and Elmer Baekler. Not present when the picture was taken was retiree Ben Mazur.



In Kentucky

Frank Fitzsimmons Banquet Aids Handicapped Children

About 1,000 Kentucky, Indiana and West Virginia Teamsters and friends attended a "Meet Frank E. Fitzsimmons Benefit Dinner" held for the General Vice President in Louisville, Ky., in November.

The dinner raised funds for the purchase of a Sunshine Coach and an estimated \$8,000 in cash for the Kentuckiana Center for Education, Health and Research, a school and

clinic which serves some 250 mentally and physically handicapped children.

Teamster Joint Council 94 of Kentucky and the Kentucky-West Virginia Conference of Teamsters co-sponsored the affair.

The General Vice President spoke briefly and congratulated the council and conference for their program to help handicapped youngsters. He told the audience: "We, as American citi-



James Thornberry, acting mayor of the City of Louisville, is shown presenting the key to the city and an ambassador-of-good-will award to General Vice President Frank E. Fitzsimmons during a dinner in his honor. One thousand Teamsters attended.

zens—as men and women—have only one cause in life and that is to be our brother's keeper."

Fitzsimmons was introduced by Paul W. Priddy, president of both the joint council and the conference, who acted as chairman for the event. Marion Winstead, secretary-treasurer of the joint council, welcomed the guests.

Honored guests at the head table included Wendell H. Ford, lieutenant governor of Kentucky, who praised the Teamsters for their help and assistance in such worthy causes as Kentuckiana Center.

James Thornberry, acting mayor of the City of Louisville, presented Fitzsimmons with the "key to the city" along with an ambassador-of-good-will award.

Other head table personages were Howard L. Haynes, secretary-treasurer of the Kentucky-West Virginia Conference of Teamsters; Thelma L. Stovall, Kentucky state treasurer, and Dr. Lorraine Golden, executive director of the Kentuckiana Center.

Dignitaries from the Variety Club Internationals also were present, including Spyros Skouras, director of 20th Century Fox, and Frank Powell of Indianapolis, Ind.

• Local 657 Win

Truck drivers at the San Antonio, Texas, location of Union Transport, a division of Wing Corporation, have voted for representation by Local 657. The vote for Teamster membership was 16 to 1, according to Local 657 President and Business Agent H. L. Loyd.



Enjoying a light-hearted moment at the banquet to benefit handicapped youngsters are (left to right): Paul W. Priddy, president of both Teamster Joint Council 94 and the Kentucky-West Virginia Conference of Teamsters; Dr. Lorraine Golden, executive director of the Kentuckiana Center, and General Vice President Frank E. Fitzsimmons. The Sunshine Coach is shown below.



Hood's in Boston

Local 380 Organizes Dairy Which Fought Off Unions for 56 Years



In 1910, these proud Teamsters posed for a picture after winning a strike. Hood Dairy escaped the Teamster organizers in that strike, but 50 years later—after fighting off

organization for decades—Hood is ready to negotiate a contract, following Local 380's successful campaign to organize at one of the company's many plants.

"We've Got Hood's Goat."

That was the message on a sign held high by a milk driver in Boston in 1910. Standing with him—most wearing plain uniforms and round caps—were some two score new Teamsters fresh from a winning strike.

They were unanimously pleased. They had just joined together to organize all the dairy drivers in Boston with one major exception: H. P. Hood & Sons, Inc.

In the next half-century, Hood was destined to become the largest individually-owned dairy company in the world. It would dominate the industry in New England. In the same period, Hood would become the focus of one unsuccessful organizing drive after another as various Teamster local unions and others would tackle the job.

But finally this year a beachhead, small but significant, was gained at one of Hood's many operations. Teamster Local 380 tasted success at Hood's ice cream plant in Charlestown, Mass., after a relentless 13-year campaign. It was a struggle laced with many defeats for the union—making the ultimate victory that much sweeter.

The victory had its origin in March, 1955, when four dissatisfied Hood employees sounded out Luke Kramer, secretary-treasurer of Local 380, about the possibility of union representation.

Kramer talked with some more of the workers. It looked promising and cards were signed. Three months later, Kramer filed a petition with the National Labor Relations Board. The unit sought was wholesale route drivers and helpers in Boston.

Hood responded with an immediate \$3 raise for the workers, refused to consent to an election, and hired a lawyer noted for union busting.

It had all the earmarks of a long fight. Kramer asked Nicholas P. Morrissey, President of Joint Council 10, for help. Morrissey in turn asked the 14 Teamster dairy locals in the New England area to assist in the campaign.

Most of the unions responded. They met and set up a permanent Hood Committee. But all went for naught as the NLRB—by way of reply to the company's maneuvers—denied the election on the ground that what the union sought was inappropriate.

Kramer and other members of the union's executive board reassessed the situation. They decided Hood organization was still a possibility and watchfully waited for an opportunity.

It came in August, 1958. Kramer filed unfair labor practice charges with the NLRB on behalf of Hood sales employees. The union charged the company with unlawfully dominating, assisting and supporting the "Council," a so-called labor organization of its sales employees.

The "Council" dated back to 1916-17 and was in plain fact a company union. The members paid no dues. The meetings were presided over by the sales manager. The "Council" never negotiated a contract for the members. It was a "talk" group.

Local 380 scored a triumph out of this action for in June, 1959, the Board approved a settlement which resulted in the company "disestablishing" the "Council." The company also agreed to not interfere with Local 380's organizing efforts.

Early in 1960, the union filed an election petition for Hood's driver salesmen, deliverymen and truck load-

ers in the ice cream division. It asked for a June ballot.

Hood management, for the first time, began taking Kramer and the other Teamster organizers very seriously. The company's president, Harvey P. Hood, began meeting with the workers as part of a vigorous anti-union campaign.

Local 380 was washed out in the August, 1960, ballot. The workers voted 51 to 17 against the union.

By this time, Kramer was convinced Hood could be organized. The Teamster Hood Committee met in December, 1960, under the leadership of Morrissey and plans were mapped for a uniform organizing campaign.

In September, 1961, Local 380—as its share of the overall campaign—filed for an election in a unit composed of 200 wholesale drivers and helpers in the Boston area.

The NLRB held the vote in October, 1961. Kramer and his aides at Local 380 were elated; the tally was 99 for the union, 98 against. But there were 6 challenged ballots and gloom settled over the campaign as the Board determined the final vote to be 103 to 99 against the Teamsters.

The election was so close that Kramer was encouraged to try the same unit again. In September, 1962, the union filed an election petition for the same employees.

Local 380 and Hood began "trading" for the first time—a union "success" in itself—and after considerable dickering they agreed to a consent election in March, 1963, for some 1,300 milk processing and sales workers. As part of the settlement, the Teamsters withdrew their election petition for the wholesale route drivers in greater Boston.

More company pamphlets began to pop up coupled with gutter propa-

ganda ("The Teamster Story—It Deals with Great Power Over Many in the Hands of a Few") borrowed from other union fighters.

Kramer refused to get down in the gutter with the company. Instead, he stayed with the facts and told the Hood workers what they could accomplish with a union.

Nevertheless, the company's fear-smear campaign was telling. The March, 1963, election saw the Teamsters take a terrible beating. The workers gave 973 votes to the company and only 180 to the union.

As a sop to allay any more employee dissatisfaction, the company formed a "Mutual Benefit Assn." in mid-1964. The MBA was supported by dues. Its aim was a disability program financed by employee and company contributions.

Undaunted, Local 380 came back for another try. In February, 1965, the union petitioned for an election of 170 wholesale drivers and helpers.

About the same time, Hood announced wage increases for all workers except the wholesale drivers and helpers. In a churlish letter to the drivers and helpers, the company explained: "As you know, you are included in the group for which the Teamsters Union is seeking representation rights . . ." In effect, the company was punishing the drivers and helpers by not granting them the pay hike, ostensibly from a desire to avoid violating the Act, but in reality for expressing interest in the union.

In response to Hood's conflict-of-interest claim, the Board ruled the wholesale driver unit to be inappropriate for collective bargaining purposes. The union's election petition was dismissed.

Local 380 still did not give up. It began studying the company's various welfare and pension programs and

discovered the plans were not as good as the company had been telling the workers. All the Hood programs, for instance, included the stock phrase that the company could "terminate this agreement at any time without any liability whatsoever."

In the summer of 1967, Hood management miscalculated and fired seven garage employees. A new independent group of workers calling themselves the "Allied Dairy Employees" got two of the men rehired and the others satisfied. This affair provoked a brief strike at the Hood garage in Boston. Several other branch garages had threatened to strike, also.

This circumstance encouraged Local 380 to once again open a new salient. In September, 1967, the union filed for an election of 96 garage workers in Boston. The "Allied Dairy Employees" urged support of Local 380.

Hood letters to the workers doubled in fury, attacking the union's dues structure, policies, and so on. The union lost the October, 1967, garage election by a vote of 67 to 29.

Finally the last phase of the campaign opened as Local 380 switched its target. This time it filed for an election of production and maintenance workers at Hood's ice cream plant in Boston. Again the company's delaying tactics were brought into play.

Six Stand Up

Three days before the election, six Hood employees bravely distributed a letter to their fellow workers in which they questioned the company's policy of never doing anything to correct inequities until workers got their dander up and Local 380 came around.

"Yes," they said, "we are ready to have a union represent us. We have tried it the Hood way for too long."

The heroes and heroines signing their names to the letter were Louis Nadeau, James Kendall, Dee P. DeRez, Richard M. Whelan, Edward H. Taylor and Ann Travers.

A week after the workers voted 87 to 57 in favor of the union, Luke Kramer opened a letter dated Oct. 29, 1968, from the Hood lawyer who tendered the company's capitulation, saying in part:

"The company has authorized me to notify you that it is prepared to meet with you to discuss . . . wages, hours, and conditions of employment."

After nearly 60 years, Hood's goat had become a Teamster pet.

At Stewards' Dinner

Taking part in helping to make Teamster Local 470's 8th annual stewards' dinner a success at Philadelphia, Pa., recently were (left to right): William Crean, Local 470 business representative; Walter Shea, administrative assistant to General Vice President Frank E. Fitzsimmons, and William Gormley, Local 470 secretary-treasurer.



DRIVE REPORT

What Do Election Results Hold for Working Man?

DRIVE Directors Meeting



DRIVE directors from across the nation met in Washington, D. C., late in October, to study the election process, and they made plans for the November election. Shown addressing the DRIVE directors at a seminar session (above) is Teamster General Vice President Frank E. Fitzsimmons. In photo below, Teamster Legislative Director Carlos Moore is shown as he conducted a seminar session.



Legislative Gains Are Expected To Slow Down

Where do working men and women stand now that the smoke has cleared from the November 5 elections?

It is probably too early yet to tell, but it is a sure bet that any great legislative improvements for American workers will be hard and slow to come by.

The proposal to extend coverage of the National Labor Relation Act to agricultural workers will probably not have Administration support. Because the makeup of the Congress changed little, the same legislators who were successful in blocking such action in the past will probably do so again.

Perhaps the same fate is in store for the Common Situs Picketing Bill which would permit construction workers the right to picket in labor disputes on multi-employer building sites. It undoubtedly will not have Administration support. The conservative coalition has been able to defeat it for the past 10 years.

An increase in the Federal Minimum Wage is doubtful anytime soon and one of the President-Elect Nixon's economic advisers has come out publicly for doing away with the minimum wage law entirely.

Repeal of Section 14(b) (Right-to-Work) seems even more remote than it did two years ago when eight bills to repeal the so-called Right-to-Work Section were introduced and not a single hearing was held.

A strong Occupational Health and Safety Law will again be pushed by organized labor, but the conservative coalition will probably be able to defeat it or water it down to a meaningless legislative act.

Any hope of tax reform and tax relief for wage earners is still a long way off. Nixon made it clear during

(Continued on page 27)

In answer to many requests to the International Union, we are pleased to announce that General President Hoffa may receive your Christmas Cards.

Address your Christmas Cards to:

James R. Hoffa
Box 1000
Lewisburg, Pa. 17837

40 Per Cent Didn't Vote

Of nearly 122,000 men and women old enough to vote about 73 million exercised their democratic right to do so, but what about the nearly 40 per cent who didn't?

Obviously some could not because of antiquated election laws that disenfranchised them because they recently moved, many were away from home and did not vote absentee, and, of course, bad weather kept some home.

The biggest majority, however, were not interested, and in many cases didn't know when, where, or how to vote.

In a country where we pride ourselves on democratic government, it is a national shame that only 60 per cent of our citizens take part in the selection of our government leaders, and even more telling is the fact that the majority of those who don't vote have the most to gain by doing so, and the most to lose by not doing so.

They are the poor, illiterate and those who society must provide the proper avenues for participation in our American way of life.

The need for a far greater educational and voter registration program is clearly pointed out.

To better understand the workload of the 90th Congress the following figures give a good indication of the scope of the legislative process.

90TH CONGRESS

Days in Session	358
U. S. Senate	358
U. S. House of Representatives	328
Pages of Congressional Record Printed	75,784
Total Bills (Public and Private) enacted into law	1002
Total measures introduced	29,133
Bills Vetoed by President	8

Holiday Greetings



"I would like to take this opportunity, on behalf of Jimmy and myself, to wish the entire Teamster membership a Merry Christmas and a Happy New Year." — Josephine Hoffa.

New Lineup of State Legislatures

The Republicans scored slight gains in the November 5th election for state legislative seats. All or part of the legislative bodies of 43 states were at stake in the elections. Republicans won control of 20 state bodies, a gain of one. They now control completely the legislatures of the 2 largest states, New York and California. The Democrats won control of the House of Representatives in Michigan and Pennsylvania.

Technically Minnesota and Nebraska have non-partisan legislatures, so they cannot be counted in a practical partisan breakdown.

Party control as a result of November 5 elections:

Both Houses Democratic

Alabama	Louisiana	North Carolina
Arkansas	Maryland	Oklahoma
Connecticut	Massachusetts	Rhode Island
Florida	Mississippi	South Carolina
Georgia	Missouri	Texas
Hawaii	New Mexico	Virginia
Kentucky		West Virginia

Both Houses Republican

Arizona	Iowa	North Dakota
California	Kansas	Ohio
Colorado	Maine	South Dakota
Delaware	New Hampshire	Utah
Idaho	New Jersey	Vermont
Illinois	New York	Wisconsin
Indiana		Wyoming

Party Control Split Between Chambers

Alaska	Nevada	Pennsylvania
Michigan	Oregon	Tennessee
Montana		Washington

Local 214 Success

Members Spearhead Pension Hikes in City Charter Vote

Members of Teamster Local 214, in Monroe, Michigan, have successfully led a drive for a charter amendment which will increase pensions for city employees.

The proposal was approved by Monroe voters in the November 5th election.

Local 214 represents 81 Monroe city employees, in the department of public works, waste water treatment, water purification and meter shop workers.

The local union supported the charter change with newspaper advertising which urged voters to support the proposal.

Under the amendment, pension allotments will be increased, will allow persons with 10 years of service to continue in the city programs until retirement age even though they leave their jobs, and also will provide a pension for widows of employees who

have 15 years service and die while still employed by the city.

The last two items were defeated last December in a city election.

According to Mayor John Van Slambrouck, the new charter changes will not increase taxes, as the fund is taken from money appropriated through the city general fund and employee participation through payroll deductions.

U.S. Chamber After Construction Workers

The U.S. Chamber of Commerce which is spearheading a drive to abolish the National Labor Relations Board and drastically reshape our Federal labor laws, has launched a new drive to curb the wages and work-

ing conditions of construction workers.

A Chamber sponsored task force recently held a two day conference in Washington, D. C. and adopted a plan to deal with union demands.

They agreed that contractors and the industrial customers must work together to accomplish their goals. A course of action includes lockouts when other local builders are struck. They also want Congressional action that would curb strikes and boycotts and they condemned work rules and hiring hall practices as featherbedding and responsible for a decline in productivity.

Regional contracts to replace city wide agreements were also suggested to improve the employers bargaining power, and the industry customers were urged to support contractors who "take a strike".

The new task force is to report in February, on its studies, presumably so action on Congressional and industry level can be effectuated before the spring and summer "peak periods".

Reactionaries Want NLRB's Hide

Scores of conservative Congressmen have, for years, been advocating abolition of the National Labor Relations Board, and placing labor cases under the jurisdiction of the federal district courts.

In fact, several bills to that effect were introduced in the last session of the congress.

When one considers the heavy case load now before the federal courts, he can see that those who advocate placing labor cases in the federal courts only seek to bog labor down in judicial delay and undermine labor's effectiveness.

As of July 1, 1968, there were well over 97,000 cases pending in the federal district courts. If the federal courts were burdened with the additional heavy case load of the National Labor Relations board, only judicial chaos could result.

In some areas of the country, it now takes over three years for a case to be determined by the courts.

Imagine the hardship upon the nation's workers if a 'refusal to bargain' or an 'unfair labor practice' case—such as a discharge— took three years before it got a first hearing.

Election and Worker . . .

(Continued from page 25)

his campaign that he was for retaining the 27½ per cent oil depletion allowance, and the coalition of Republicans and Southern Democrats is not likely to disagree with him. Any sizeable increase in Social Security benefits is equally unlikely, particularly since they were increased in 1967.

It is an even more conservative Congress now and any chance of financing benefit increases from general revenue funds rather than increasing employee-employer contributions is not expected to receive popular support.

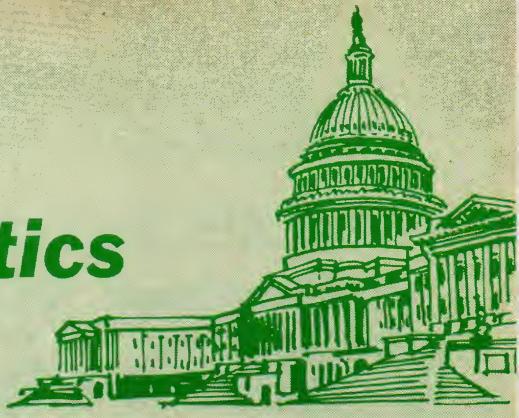
The 10 per cent surtax is almost sure to be extended beyond its expiration date of June 30, 1969. It will again prove that taxes are much easier to enact than to repeal. Business organizations generally favor its extension, claiming it is a curb on inflation, although in reality it is an unpleasant alternative for them, which is easily passed on to consumers in the form of price increases. It is ironic that recently the business oriented Wall Street Journal stated that it is price increases which create wage de-

mands thus fanning the flames of inflation.

The new President may provide some indication of his position on free collective bargaining a short time after he takes office. A Taft-Hartley 80-day "cooling off" period imposed on the International Longshoreman's Association in their dispute with the East Coast Shippers expires December 20 freeing them to strike if a new contract is not agreed upon. About the same time, a strike against the airlines looms a possibility by airline mechanics (presently working under government arbitration award) and the railroad unions face the showdown stage with the rail companies over the crew issues and wage increases early in January. The possibility of strikes in any or all these industries will undoubtedly draw Presidential and possibly Congressional action.

Union members and workers generally can only hope to still the tide of anti-labor legislation sure to be introduced in the 91st Congress.

SPOTLIGHT ON *Legislation and Politics*



• Post-Election Division

Key liberals in the House of Representatives reportedly are sharpening their knives for the pro-Wallace Democrats. Their aim is to penalize the more vocal southern congressmen who bolted to the Humphrey camp to support the ex-governor of Alabama in his Presidential bid. One method under consideration is to undercut the seniority of the Wallacites.

• Contests in 1970

Republicans are now setting their sights for control of the Senate in 1970. Only 8 Republican Senate seats will come up for election that year and many GOP leaders consider them safe. However, the seats of 25 Democrats will be up for grabs in 1970—and many are thought to be vulnerable to Republican attack.

• Tax-Fight Looms

One sure battle to embroil the Nixon Administration in its early stages is expected to be in the area of taxes and the budget. Rep. Wilbur Mills of Arkansas, Democrat chairman of the House Ways and Means Committee, already has voiced his "unalterable opposition" to tax-credit proposals endorsed by the President-elect in his campaign.

• Politics in Business

A Harvard Business Review survey discovered that 31 per cent of some 2,500 managers believe that political activity on behalf of the Democratic Party hampers their executive career. This contrasted with 34 per cent who believed that politicking for Republicans could advance their career.

• Union Expenditures

Reports filed with the Clerk of the House of Representatives, as required by law, show that all unions spent in the neighborhood of \$5 million to support their "friends" in the last election campaign. As November came to a close, some 30 international unions had filed with the clerk.

• Labor Committee Changes

The Senate Labor Committee may undergo considerable change as a result of the general election, but the House Labor Committee will remain about the same in makeup. Lister Hill, chairman of the Senator Labor Committee, did not run for reelection. Sen. Joseph S. Clark will not be back to run the Manpower Subcommittee. Sen. Ralph Yarborough may emerge as the top Democrat.

• Women in Congress

Women were unable to increase their numbers in the House of Representatives in the general election. Of 10 incumbents seeking reelection, one lost; but a newcomer brought the total back to 10. Ten other women sought to oust male incumbents in the House but failed to make the grade.

• Recommendation to Congress

The Advisory Commission on Intergovernmental Relations, created by Congress in 1959, has completed a study which recommends a multi-billion-dollar federal assistance and tax-incentives program to help create new cities and towns in rural areas. The report will be submitted to the 91st Congress.

• Presidential Photos

The General Services Administration has a problem on its hands—some 45,000 photos of President Johnson. While trying to determine what to do with the photos, the GSA soon expects to be handling the same number of pictures of President-elect Nixon.

• Election Irony

Election results reveal that Richard Nixon carried Humphrey, N.Y., but Hubert Humphrey carried Nixon, Tex. George Wallace ran last in Wallace, Calif., Wallace, Ind., Wallace, W.Va., and Wallace, Mo.

For
Your

Information

● Fund Raising Facts

By the end of this year, Americans are expected to have contributed \$15.5 billion to various charitable fund-raising campaigns during 1968, according to the American Assn. of Fund Raising Council.

Of this year's giving total, individuals will contribute about \$12 billion while foundations account for \$1.5 billion and corporations and various bequests \$1 billion each. Internal Revenue Service statistics are the source for the projection.

Distribution of the gift monies is in this manner: \$7 billion to religious organizations and enterprises; \$3 billion to health and hospital campaigns; \$3 billion for education drives; \$1 billion for recreation, youth activity and welfare; and the remainder for civic and cultural pursuits.

● Mail Fraud Warning

The Post Office Department has issued a new warning against buying insurance by mail because all too often the policyholders find they have paid money for a worthless scrap of paper.

Postmaster General W. Marvin Watson remarked on the conviction in a fraud case concerning a firm that sold mail order auto insurance for servicemen. The firm went out of business and thousands of servicemen found they were liable for accidents that had occurred months before.

Watson said in the past 4 years more than 60 such insurance promoters have been convicted of mail fraud and the racket is still prevalent, especially in the high-risk field.

● Business Spending in '69

According to a survey by McGraw-Hill, Inc., American business plans to spend more than \$69 billion next year for new plants and equipment—an increase of 8 per cent from the 1968 outlay of more than \$64 billion.

Modernization to reduce costs will be a key factor in next year's capital spending, according to the survey. Plants were being operated at 82 per cent of capacity in September.

As a group, manufacturing industries expect to increase their plant-equipment spending by 11 per cent next year. Only the railroad and mining industries expect to cut back their outlays.

● Auto Warranties Rapped

Final touches are being put on a Federal Trade Commission report that is expected to rap the auto industry for its "warranty" practices.

Staffers for the FTC say that studies reveal that much repair work performed by industry-franchised

auto dealers in compliance with warranties is done on a haphazard basis.

Car dealers, the investigation shows, tend either to try to avoid repair work under warranties or use their least capable mechanics on such jobs.

● Pick Your Color

The human eye can distinguish more than 10 million different colors, according to the National Bureau of Standards which has had researchers looking into the subject.

The bureau has even devised a color dictionary which lists 7,500 major colors by name. Some of the names are strange: twinkle, smile, rat, Hollywood, ideal, crash, temptation, dignity, mummy, Vatican, native, cheer, and so forth.

There are hundreds of variations of the major colors. In blue, for example, academy blue, air blue, Alice blue, angel blue, arctic blue, ballad blue, etc., are just a few.

● Consumer Spending Education

A Federal Trade Commission hearing on consumer protection recently got the complaint from a professor that people need to learn how to spend money just as much as they need to learn how to earn it.

Dr. James Mullen of the University of North Carolina told the commission: "It seems strange that almost every conceivable way to earn an income is represented by a course if not an entire curriculum, but that almost no attention is given to spending that income wisely."

The professor said he believed it is the responsibility of the educational system to prepare people to be consumers as well as producers.

● Police Protest Low Pay

Protesting New York State's refusal to give them a pay raise, Long Island State Parkway police created a drivers' nightmare on the parkways recently by serving a record number of summonses.

The police halted motorists for "spot checks" during commuter rush hours. Drivers who could not produce their operator license, auto registration and inspection sticker had their vehicles towed away.

In addition, motorists exceeding the speed limit by only 1 mile an hour were ticketed. Tickets also were given for lane jumping and failure to signal properly.

● Highway Funds Freed

The Federal Highway Administration has lifted its \$200 million freeze on highway funds that had been

ordered to curb inflation and government spending.

In a memo to the states, the FHA informed highway officials that they may resume committing federal-aid highway funds after December 1st.

The lifting of the freeze will permit the states to sign contracts totaling \$4.7 billion, the sum originally authorized by Congress for the current fiscal year.

● Abandoned Autos

Passenger cars abandoned on city streets are becoming an increasing headache for the administrations of major metropolitan cities in the United States.

New York City, for example, expects to collect about 30,000 abandoned cars off its city streets this year—an increase of 4,000 over last year's total. Detroit has 12 policemen assigned to the specific task of searching for abandoned cars and collected 16,000 autos last year.

The problem may be described in another way: The Automobile Manufacturers Assn., said recently that its latest figures show that 6 million cars and 856,000 trucks were junked in 1966—compared with a total of 4.8 million vehicles junked in 1960.

● Airport Needs

The Federal Aviation Administration says the United States should build more than 800 new airports and improve 3,000 existing airports within the next 5 years to relieve present congestion and accommodate future growth.

The FAA has developed a national airport plan, a 5-year program which, among other things, calls for 22 new airports for areas where existing airports are operating at or near capacity.

The program also calls for 31 new heliports for the exclusive use of helicopters, and 4 seaplane bases.

● Gas Games Under Attack

A bipartisan attack on gasoline station give-away games has been launched by two congressmen—Rep. John Dingell, Michigan Democrat, and Rep. Silvio Conte, Massachusetts Republican.

Both are members of the House Small Business Committee. They jointly attacked the games, pointing out that all of them "are adding to the dealers' cost and to the customers' prices."

They also noted that dealers have been able to "break" almost all the games and determine the winners in advance.

● Elderly Soaked on Drugs

A Department of Health, Education and Welfare report indicates that senior citizens are paying higher prices for the drugs they need which happen to be medicines protected from competitive pricing by patent laws.

Only 67 of 409 drugs most frequently prescribed for the over-65 age group are free of patent restraints. HEW estimates that if the 67 drugs alone were prescribed generically that elderly Americans would save an estimated \$41.6 million on their drug bill.

The list of 409 drugs, said HEW, accounted for 88 per cent of all drug costs incurred by the elderly in 1966.

● Farm Bureau and Grapes

Rep. Joseph R. Resnick, New York Democrat who began a crusade to expose the activities of the American Farm Bureau Federation, has charged the AFBF with using "pressure, intimidation and economic blackjacks" to penalize those who support the grape strike in California.

Resnick said the AFBF, for example has threatened to move its upcoming convention from Kansas City, Mo., to another location because the Kansas City city council endorsed the grape boycott at the urging of the strikers.

● Job Picture

As 1968 neared its end it became apparent that in contrast to rapid employment gains in 1966 and 1967, the American labor force has grown more slowly in the past 12 months.

The Labor Department said the job total of 78.9 million at the end of October was an increase of only 750,000 from October a year ago—the smallest annual gain since 1961.

The federal agency attributed the leveling off to a drop among working adult men and women in non-farm employment. The decrease in agricultural workers continued with about 300,000 dropping out of farming this year.

● Anti-Union Salient

The open shop Associated Builders and Contractors (ABC) recently held its 11th annual convention in the Grand Bahamas and mapped plans to de-unionize the construction industry.

ABC, founded 19 years ago, now claims 2,300 member firms in 18 states. Among the priority goals established by the convention to destroy unionism were:

Repeal of the Davis-Bacon Act and its prevailing wage protections; placement of unions under the antitrust laws; repeal of certain sections of the Landrum-Griffin law concerning subcontracting; outlawing of union shops under the Model Cities programs; restrictions on unemployment compensation.

● Domination Attacked

Mrs. Esther Peterson, Assistant Secretary of Labor, attacked big business domination of the National Safety Council in a recent talk.

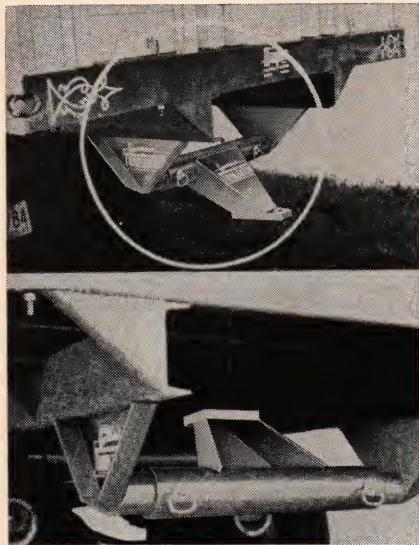
Addressing the council's labor section, Mrs. Peterson charged that the U.S. Chamber of Commerce, National Assn. of Manufacturers, and related groups were responsible for the council's failure to testify on the Occupational Health and Safety Act of 1968 which died in the 90th Congress.

Mrs. Peterson challenged the labor section of the council to "speak out loud and clear on your own and give us the benefit of your views on translating industrial safety and health legislation into meaningful administrative action."

WHAT'S NEW?

Heavy Duty Tow Bar

A new trailer hitch, specially designed for convertability has been introduced by a leading manufacturer. The tow bar is specifically designed for trucks and engineered so that it rests flush with the back end of the truck box and at tractor draw bar level.



It converts immediately into storage position with the removal of two pins, rotating of the hitch one half turn and reinserting the pins.

In this position, the manufacturer claims that the hitch cannot interfere with the dumping or unloading operation of the truck.

Phone Amplifier

A telephone conversation amplifier, for special use in noisy areas such as shops and factories, has been perfected by a New York research firm.

The mechanism, priced below ten dollars, is said to transform any telephone earpiece into a sound control mechanism that assures maximum hearing range and comfort. It attaches instantly and securely with a simple snug fitting band. The mechanism attaches to any phone, without the benefit of any special tools or wiring.

Water Bumper



The bus just up ahead makes an unexpected stop, the nervous driver behind fails to notice the brake lights—collision, followed by—a splash of liquid?

It's true, an enterprising firm is now testing liquid bumpers to reduce the impact of collision. This unique idea consists of a $\frac{1}{4}$ inch thick vinyl plastic bags filled with water and a series of plugs attached by plastic tethers at the top of the bumper. With the force of impact, the plugs are pushed out through the holes, thus reducing the force of collision by gradually slowing the striking vehicle. More simply, the liquid absorbs the energy of the impact.

The bumper may be refilled any number of times through the holes and after replacing the plugs, they are ready to withstand more punishment.

According to the manufacturer, any vehicle ranging in size from the smallest of compacts to the largest of rigs can be fitted with this bumper.

Portable Dump

A versatile new dump bed, available for use with either a pick-up truck or independently as a tractor attachment is being marketed.

The dump bed incorporates such quality features as: heavy gauge steel assembly, movable tailgate for rapid spreading and a center sliding door which can be opened to meter out small amounts of material. The tailgate is additionally equipped with spreader chains for such jobs as spreading gravel. Built-in deflector panels prevent materials from falling into the bed of the pick-up and optional tarp covers are available.

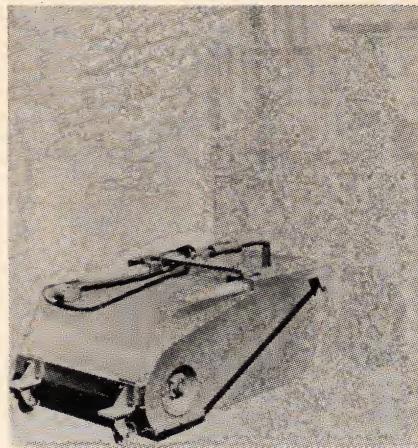
The dumping action is remote controlled, either inside the cab of the

truck or on the rear of the mechanism. Other options include a spreader attachment for seed, fertilizer, or salt. The seeder is powered by an electric motor and can cover an area up to 30 feet wide. A 12 volt hydraulic unit mounts on the sub-frame assembly as another optional feature, but it is not necessary for use with the hydraulic unit of a normal farm tractor.

The unit can be mounted permanently or set in the bed for intermittent work. The three stage hydraulic lift is capable of lifting a maximum of 6,000 pounds.

Forklift Broom

A fully hydraulic attachment of a rotary broom is being offered to the market by a leading manufacturer.



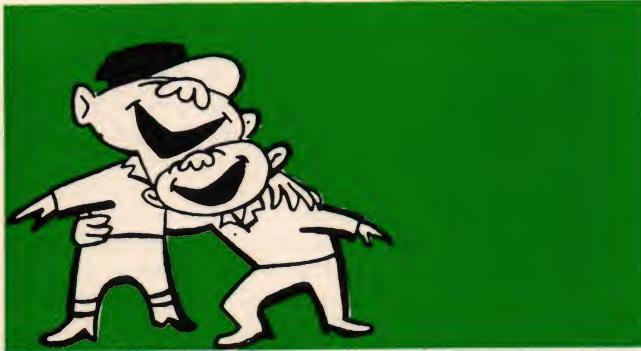
The broom mechanism is attached directly to the fork lift hydraulic system with quick connect coupling systems and easy on fork shoes.

The rotary nylon broom mechanism is powered by a compact hydraulic motor which the company claims is capable of an average sweeping capacity of 40,000 square feet per hour.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD



Finders Keepers

A wealthy builder was visiting one of his construction sites during the workers lunch hour when he noticed that his wallet was missing. He announced to the nearest group of workers, "I've just lost my wallet with \$250 dollars in it and I'll give \$5 to the man who returns it."

A voice from the group of workers retorted, "I'll make it \$15."

Pay or Pray

On his way out of the dentist's office, an unhappy patient was handed the bill. He suddenly rebelled at the amount with the comment: "\$20 is a lot of money for pulling one tooth—just two seconds of work."

Hearing the complaint, the dentist poked his head out of the treatment room and said, "If you wish, I can pull it more slowly."

A Hot Idea

Two young playmates, fighting off boredom, were busily planning earth shaking conquests.

The first suggested a trip to the moon.

"Never," piped in the second, "everyone plans to go there."

"Okay," said the first, "let's go to the sun instead."

"We can't go there either, it's too hot," chimed in the second.

"Well," said the first, "we can always go at night."

Honest

In Grogville, Okla., a fellow who was celebrating his 102nd birthday, opined: "We old folks get a reputation for wisdom because there's nobody alive to recall how dumb we were in younger years."

Clutch Play

A Teamster we know recently gave up trying to teach his wife to drive. It seems he told her to release her clutch and she drove for fifty feet without any hands right into a telephone pole.

Compensation

A little cub scout returned from his first day out selling boy scout cookies and reported selling his entire stock within an hour.

His excited group leader asked how he did so well.

The boy replied, "I sold them all to one family, after their dog bit me."

It Just So Happens

In New York City one day, a man stood patiently on the corner waiting for a break in the traffic so that he might cross the street. After several hours of waiting he spied a second man on the other side.

"Hey," the first man shouted, "how did you ever get over there?"

To which the second man replied, "I was born here."

Optimist

A racing buff rushed to a phone booth immediately after the last race to call his friend who had given him a tip. "Thanks for the tip," he remarked, "you said it was a great horse and it was. It took nine horses to beat him."

Definitions

Acquaintance—sometimes defined as a friend who borrowed money.

Adult—A man that has stopped growing at both ends and started growing in the middle.

Parking Lot—A place where you take your car to get dents put in it.

Tactician

A quick thinking boss approached the ticklish situation of having to fire the owner's son in a very ingenious way.

After calling the boy in, the boss said, "Son, I don't know how we are going to get along without you, but starting tomorrow we are going to try."

FIFTY YEARS AGO

in Our Magazine

Vol. XV

(From the December, 1918, issue of the TEAMSTER)

Number 12

The War Ends—Germany Surrenders

THE war is over! Germany has unconditionally surrendered. This is the glad tidings which the world, after four years of agony and bloodshed, has been waiting for. The day of peace is at hand. Let us hope that it will be a permanent peace. Unless a peace is established that will reach out and protect the generations yet unborn, save them from the sufferings that we have undergone, then our struggle has been in vain. Every man in our country today must be proud that he is an American. When the glad news of the unconditional surrender of the enemy reached us the blood coursed faster through the hearts of every real American. Immediately we thought of the suffering we had undergone; of the loved ones offered in sacrifice; of the thousands who are crippled; of those who have starved or lived in misery in continental Europe. All those reminders came back to us clearly and distinctly when the bells pealed out announcing that an armistice had been signed. It is indeed glorious to have lived in this age when the world is undergoing such important changes; to have been one of the atoms that has made up the universe; when we are passing through a period in the history of the world never equaled at any time in past ages. The war from the Allies' standpoint looked pretty bad for a time—yes, even after we had declared war on the side of the Allies it did not look as though it was going to be an easy task to overcome the enormous forces of the enemy; but, like everything else that America does, she went into it heart and soul, and every man, woman and child in our country gave to the winning of the war everything that they had to give, and to no part of the population does greater credit belong than to the workers, who unselfishly gave themselves over to our government from the beginning of the war until its ending. Day and night myriads of workers flocking to the mines, the mills and the factories, struggling harder and harder each day, giving out every ounce of strength they had at the request of the government so that the war might end as speedily as possible. The working people of this entire nation had their shoulders to the wheel and were thoroughly organized.

In peace we have the opportunity to work toward a better world, we dare not let this opportunity pass.

First Concern Bring Home The Troops

Victory won—and the job half done!

Glory perched on the Stars and Stripes.

Immortality set as a halo on the brows of the conquering Americans.

By vote of the French Parliament this proud tribute will be inscribed on the walls of every school in France for the inspiration of all French children forever:

"President Wilson and the American nation, the Allied nations and the men who have led them deserve well of humanity."

But the job is only half done.

The job will not be done until the last American on foreign soil has been borne home in triumph to his grateful countrymen and the waiting arms of his family.

An Open Letter In the Name of Peace

December 19, 1918.

Mr. Peter Collins, Labor Secretary, League to Enforce Peace, 130 W. 42nd Street, New York, N. Y.:

Dear Sir and Brother—I am an absolute believer in the principles for which your League to Enforce Peace has been established. I am sure that every real representative of the working people of our country, and of the countries of the world, believe that a League of Nations, as outlined by President Wilson, is an absolute necessity in order to insure peace in the future.

The great sacrifice made by the young men of almost every nation of the world in offering up their blood and enduring hardships will amount to nothing if we cannot prevent wars in the future. To insure peace there should be a League of

Nations as outlined in your Victory Program. I have no hesitancy whatever in endorsing the program adopted at the meeting of your executive committee held in New York November 23, 1918.

The human race has been called up within the last four years to suffer, and has suffered untold misery in the hope that the destruction of life in the future might be prevented. Human instinct rebels against what has happened in the war just ended, and we are determined if possible to leave nothing undone to prevent a repetition of that almost indescribable slaughter.

An intelligent understanding of a constructive program can be reached in conference by representative men from the several nations, especially those who have suffered the most.

In my judgment, labor

should be represented, as the working people are the ones called upon to make the greatest sacrifice both in blood and in privation.

There is nothing that I can do to help in this movement in which you are interested that I will not willingly do.

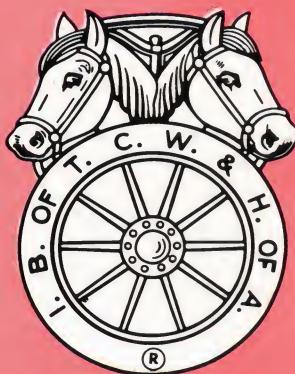
It is needless for me to go on further as to how I feel on the subject referred to in your communication. I am an absolute believer in the principles enunciated by your executive committee, and I trust that the league will continue to prosper and grow until every honest-thinking citizen in our country, and in all other countries, subscribes to the doctrine and the furtherance of the League to Enforce Peace.

Very sincerely yours,
DANIEL J. TOBIN,
General President.

Why *RISK* Carrying It?



You may drop it, break it, be inconvenienced or lose it. Someone may jostle you or you can fall. Don't take these risks needlessly. You can't go wrong if you always ...



**HAVE IT
DELIVERED**